FRA

Fradkin, A. R.

December 23, 1958

Mr. Frank Fitzsimmons
Local Union No. 299
2741 Trumbull Avenue
Detroit, Michigan

Dear Sir and Brother:

Enclosed herewith is a copy of a letter which has been received in this office. The envelope indicates that it is from A. R. Fradkin, 3741 Collingwood, Apt. 307, Detroit 6, Michigan.

Fraternally yours,

James R. Hoffa
General President

JRH/alb
JK
Encl

Fitzpatrick

Dear Jim

If you are interested in getting these vultures of your back & send for me. I'll blow the lid of of Washington. & in two weeks I'll have the american people kissing your hands. & saying that you are the greatest. I am an ex member of Local 212 = five years # 235 & many others in the U-A-W - C-I-O.

Regards to you & Family

My address is
3741 Collingwood = apt 307
Tyler 4-0020 = unlisted #
Detroit, Mich

Hoffa's Foes Shoot From All Directions

By J. F. TER HORST
Of Our Washington Bureau

WASHINGTON, Dec. 18. — Teamster boss James Hoffa is catching it from all sides today in his fight for a free rein over the destiny of the country's biggest union.

Senator McClellan (D-Ark.) says his labor - management rackets committee has ample evidence to help the court-appointed Board of Monitors if it proceeds for ouster action against Hoffa in a new cleanup drive.

AFL-CIO officials say the slap Hoffa got in Federal Court here last week has [illegible] diminished any hopes of [illegible] to bring the 1.8 million-member Teamster Union back into the merged labor field.

And Hoffa's talk of organizing public employes as local levels was hailed as "propaganda" by Arnold Zander, president of the AFL-CIO State, County and Municipal Employes Union.

BASED ON EVIDENCE

McClellan said the reform powers given the three-man Board of Monitors were based on evidences of corruption unearthed by his committee's investigation into Teamster affairs.

The monitors' powers were reinforced last Thursday by Federal Judge F. Dickinson Letts. He [illegible] Hoffa's argument that the three-man watchdog group was merely advisory.

Monitor Chairman [illegible] H. O'Donoghue now is weighing an ouster move against Hoffa based on a petition of Teamster members [illegible] New York.

McClellan said Judge Letts' decision "should certainly bring about some changes in the Teamsters."

RETURN OPPOSED

A spokesman for President George Meany said Judge Letts' determination that Hoffa has not been showing "good faith" in complying with cleanup orders has ruled out any early consideration of a Teamster return to the AFL-CIO.

"The Teamsters were thrown out when they refused to set their own house in order," he said.

O'Donoghue has disclosed plans to [illegible] the three-member [illegible] appointed by Hoffa to investigate charges of corruption in the Teamsters.

JAYNE QUOTED

Retired Circuit Judge Ira W. Jayne, one of the members, said the commission is taking no further action and he assumes that it is through.

AFL officials of unions in the field of government workers scoffed at Hoffa's plans to invade their jurisdictions with Teamster locals.

"Public employes have got to be shown that any union they join is a responsible one, free of taint and able to deal effectively with public officials," said Zander.

He said his union has doubled its membership in the last two years and now has 200,000 members in 1,[illegible] locals across the country.

DIVERSION SEEN

An official of the AFL Fire Fighters Association said Hoffa is "trying to take attention away from his troubles" with talk of expanding Teamsterdom into the governmental field, and of organizing Sears, Roebuck employes and welding a combine of dock, rail and trucking workers.

"He is trying to create the impression of himself as a militant trade unionist who gets things for the little people," the [illegible] said.

Zander's union, the Fire Fighters, Federation of Teachers, and Transit Workers unions will fight Hoffa.

"We naturally will combat any attempts to encroach on our jurisdictions or the activities of our own organizing campaigns," Zander said. "The Teamsters just are not geared for this kind of job."

A. R. Fradkin
3741 Collingwood apt 307
Detroit (6) Mich
DETROIT, MICH.
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WASHINGTON, D.C.
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ADMINISTRATIVE FILE
Franco, John R.
X
X

February 5, 1963

Mr. Ben Cohen
420 Lincoln Road
Miami, Florida

Dear Ben:

I am enclosing a letter from John Franco which is self-explanatory. I would like to provide a $500.00 bond for him.

With best wishes, I remain

Very truly yours,

James R. Hoffa
General President

JRH/mc

Enclosure

JK/mc

John R. Franco
1321 N.W. 12th St.
Miami, Florida.

Feb 2 1963

Mr James R. Hoffa, Pres.
Teamsters Union, Washington D.C.

Dear Jimmy:

I don't think that my two previous letters to you came to your attention, otherwise I would have had a reaction from you, I am sure. However, they should be in your office, and I would appreciate it if you would please refer to them. They explain my position.

I have whittled my bail down to only a $500.00 bond, but because I am new in this area, I need someone like you, who knows me, and knows the highly excellent bond risk that I am, to have a bondsman handle my bail.

There are bondsman like Peter Gunn, FR 1-4468 and others who would bond me out immediately on a word of guarantee from you. Will you please? Jim please help me out. Remaining confined in Dade County Jail here in Miami, is endangering my further handling of my Appeal in D.C.,

which is at the point of success. You know the blood sweat and tears, and the confidence of a good friend, that I have in that appeal, and Jim I just can't lose out on it. It means saving of a career and a whole lifetime of good works. What a tragedy it would be, and just because of only a $2000.00 bond.

It is more for that reason, and what it means to my dear Family, that my bonding out immediately is so imperative. So please Jim give me your help once again, and I hope for the opportunity to return your good deeds. You know that Jimmy Hoffa can trust John Franco, in any assignment. Each passing hour increases the urgency of this matter. Please act now.

With best regards, and looking hard for your kind help, I am, with thanks,

Sincerely yours

John R. Franco

John R. Franco

From the Desk of:
JAMES R. HOFFA

3/10/60
Date

John Franco called to say:

Re your letter of March 2nd (attached) he got the impression that you are doing a lot of good but not getting any credit and that Reuther is doing nothing and getting the credit.

He also said your letter was defensive.

He will call this afternoon.

ADMINISTRATIVE FILE
Franco, John R.
X
X

March 2, 1980

Mr. John R. Franco
Woodner Hotel
3636 - 16th Street, N.W.
Washington, D.C.

Dear Mr. Franco:

I read with interest the views you expressed on the Guaranteed Minimum Annual Wage in your letter of February 22. They have a strong appeal and I am sure that workers who depend on wages as their sole source of income would support them wholeheartedly.

The Guaranteed Annual Wage, as you so strikingly indicate, is another form of job or economic security. Job security for workers is a key objective of the International Brotherhood of Teamsters. Lack of work has been a common problem in industrial countries, but it has always been the worker who has carried the risk. To the average worker, loss of his job is a catastrophe.

Many Teamster local unions already have the Guaranteed Annual Wage in effect. Teamster warehouse members in St. Louis, for example, are guaranteed employment for at least 2,000 straight-time hours each year. As indicated by the attached listing, a number of Teamster locals in New York State have negotiated agreements in a variety of industries, providing for annual guarantees of work or wages.

The problem of many workers employed in industries within the jurisdiction of the Teamsters' Union differs to some extent from those in mass-production industries. Many Teamster members work in the service industries. The delivery of bread, milk, laundry, newspapers, etc., is a 52-week business and most of our members in these industries work a full year. There are no model changes in the service industries as there are in the auto industry, for example. The problem, therefore, has not been as acute as in other industries.

In view of the nature of the industries in which most Teamster members work, our answer to the problem of steady employment and steady income has been seniority combined with the guaranteed work week, under which 90 percent or more of regular employees are guaranteed the equivalent of a full week's work or pay. The following provisions from the current Central

COPY

States Area Local Cartage Agreement illustrate our approach:

"Article XXXVII.
Work-Day and Work-Week

The standard guaranteed work-week shall be forty (40) hours per week, and the standard guaranteed work-day shall be six (6) hours per day.

Section 1.

Work shall be scheduled for five (5) consecutive days: Monday through Friday or Tuesday through Saturday. However, where the work-week is now limited to the period from Monday through Friday, that condition shall continue unless the parties agree otherwise.

Ninety per cent (90%) of the regular employees shall be guaranteed 40 hours work or pay. It is agreed that the standard 40 hour work-week need not apply to 10 per cent of the regular employees with a minimum of one. (Seniority must be recognized.) Probationary employees shall be considered regular employees for the purpose of this provision.

When casual employees are used three (3) or more days or with regularity in any one week, they shall be included on the seniority list for the purpose only of determining what employees shall receive the weekly guarantee. This shall not apply to casuals used to replace absentees. The ninety per cent (90%) test shall be applied to the highest number of employees put to work in that week.

In any week in which the paid holidays fall, the guaranteed work-week shall be thirty-two (32) hours, and all hours worked in excess of thirty-two (32) hours in such week shall be paid at the rate of one and one-half (1½) times the regular rate, providing the holiday falls within the scheduled work-week. Overtime pay shall not be pyramided.

In any week in which the paid holidays fall, the guaranteed work-week shall be 32 hours, where the regular work-week is 40 hours, and all hours worked in excess of 32 hours in such week shall be paid at the rate of one and one-half (1½) times the regular rate providing the holiday falls within the scheduled work-week. In work-weeks other than 40 hours, the week shall be reduced by 8 hours where the holiday falls within the work-week schedule. Overtime pay shall not be pyramided."

Our local unions are actively negotiating wage and work guarantees, as you will note on page 9 of the enclosed November 1959 issue of our official journal, The International Teamster.

We do know, however, that it is almost an impossibility under our economic system to have a guaranteed annual wage in certain types of business -- in highly irregular, unstable or casual forms of employment. Every effort should be made, however, to provide steady employment so that workers' living standards will not be undermined by periods of unemployment.

COPY

Although guaranteed wage plans are a significant factor in assuring workers of steady income, with beneficial results for the entire economy, we must not lose sight of the fact that the answer to the unemployment problem of all workers is a Federal full employment policy and adequate State unemployment insurance benefits. The fact that the Teamsters and other unions have won guarantees and supplemental unemployment benefits for workers in certain industries should not hide the fact that there are millions of workers in small factories not covered, and that the level of benefits is inadequate for workers' present day needs.

The level of unemployment compensation benefits has lagged behind wages so that today many workers receive relatively less income protection in terms of lost wages than they did when the program first started. Our States should liberalize and extend unemployment insurance benefits in line with current needs and current living standards. The Federal Government should sponsor such improvements -- so that weekly benefits are at least half the individual's weekly wage and so that benefits would be paid for 39 weeks for those unemployed who are eligible and qualified, who are able and available for work but cannot obtain suitable employment.

Guaranteed wage plans and unemployment compensation bolster our nation's economy in times of recession. They provide us with at least a secondary line of defense against economic collapse. These programs should be supported -- there is no logic in want in a land of abundance.

At this point I should add that wage guarantees will not necessarily curb or completely prevent depressions. A wage guarantee is just part of a general stabilization picture. If we have an economy with provisions for stabilization, then wage guarantees are practical and helpful to industry as well as to workers.

I hope you find this statement of our views helpful in view of your interest in this problem.

Very truly yours,

James R. Hoffa
General President

JRH/lp

Enclosures (2)

JRH/AJ/lp

COPY

Research Dept. - I.B.T.
March 2, 1960

GUARANTEED ANNUAL WAGE PLANS NEGOTIATED BY

TEAMSTER LOCAL UNIONS IN NEW YORK STATE

I. STEADY EMPLOYMENT

A. 52 Weeks of Work Promised

1. All regular employees

Teamsters, Local 845 (Funeral Chauffeurs)	Members of Metropolitan New York and New Jersey Casket Manufacturers Association
Teamsters, Local 802 (Bakery and Pastry Drivers and Helpers)	Members of Metropolitan Guild, Gotham Restaurant Bakers, Specialty Rye Bread Bakers, Association of Cake and Pastry Bakers, and other bakers and bread and roll delivery firms
Teamsters, Local 817 (Theatrical, Orchestra, Exhibition, Film and Motion Picture Chauffeurs and Helpers)	Members of Film Deliveries, Inc.

2. Basic crew

Teamsters, Local 449 (Truck Drivers)	Chain grocery truckmen
Teamsters, Local 817 (Theatrical, Orchestra, Exhibition, Film and Motion Picture Chauffeurs and Helpers)	Independent television trucking and field equipment firms

3. Employees with specified seniority

Teamsters, Local 138 (Furniture, Flour, and Grocery Teamsters and Chauffeurs)	A. Goodman & Sons
Teamsters, Local 202 (Commission Drivers and Chauffeurs)	Independent food wholesalers
Teamsters, Local 804	F. W. Woolworth Co. - warehouse

4. Very limited number of employees

Teamsters, Local 27 (Paper Products and Miscellaneous Drivers, Warehousemen, and Helpers)	Members of Set-Up Paper Box Trade Assn., Inc., Paper & Twine Merchants of N.Y., Inc., East Side Assn., N.Y. Waste Paper Removers and Packers Assn., Book Manufacturers Institute, Inc., N.Y. Restaurant Supply Dealers and other Assns. in same industries

4. Very limited number of employees (Cont.)

Teamsters, Local 202 (Commission Drivers and Chauffeurs)	Members of Bronx Terminal Market Merchants Assn., Inc., Brooklyn Terminal Market Merchants Assn.
Teamsters, Local 817 (Theatrical, Orchestra, Exhibitions, Film and Motion Picture Chauffeurs and Helpers)	Independent theatrical hauling and warehouse firms

B. No Layoff Without Union Consent

1. All regular employees

Teamsters, Local 815 (Drug, Chemical, Cosmetic, and Plastics Workers)	Independent drug, chemicals, and plastics wholesalers and jobbers

C. Union May Challenge Layoffs

2. Basis crew.

Teamsters, Brewery Workers Joint Board of Greater New York	Members of Brewers Board of Trade

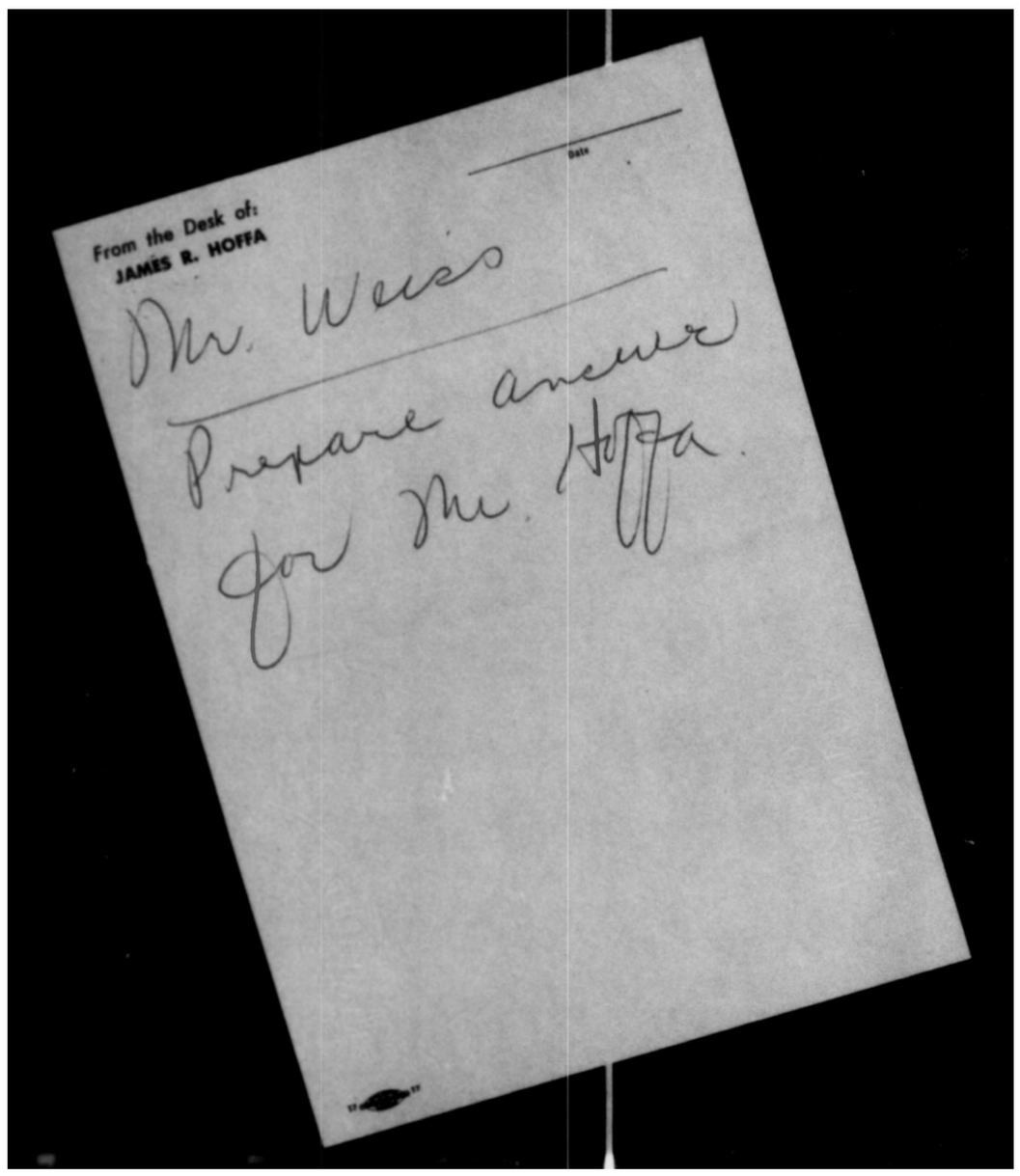
II. LESS COMPLETE GUARANTEES

A. 26 to 50 Weeks of Work Promised

2. Basis Crew

Teamsters, Local 456 (Teamsters and Chauffeurs)	Members of Westchester Allied Trade Assn., Inc. and other coal and oil dealers

Source: GUARANTEED ANNUAL EMPLOYMENT, New York State - 1955, State of New York, Department of Labor, Division of Research and Statistics, Publication No. B-88, Appendix A - List of Guaranteed Annual Employment Plans in New York State, January 1955.


From the Desk of:
JAMES R. HOFFA
Date
Mr. Weiss
Prepare answer
for Mr. Hoffa.

February 22, 1960

International Brotnernood of Teamsters
Headquarters, 25 Louisiana Ave., N. W.
Wasnington, D. C.

Attn: Mr. James Hoffa, General President

Dear Mr. Hoffa:

To develop further the thoughts I expressed to you during a recent telepnone conversation, I would like to say that the institution of a Guaranteed Minimum Annual Wage is the most wanted security noped for by every laborer and white collar working man and woman in America.

When the day comes that American workers and their families know for certain tnat witnin eacn ensuing 12-montn period from the day that they take a job, that they can rely upon receiving a minimum 12-month living wage and thus be able to count upon a total definite sum of money tney shall receive as income for that time period, regardless of layoffs, then and only then will they know and indeed at least have real economic security for themselves and their families.

I propose that Labor Unions commence now to incorporate a Guaranteed Minimum Annual Wage into every new contract wnicn tney negotiate with employeyrs and to make this provision a standard fundamental part of, and seek its adoption into, every contract renewal now standing with employers already covered by a Union Wage contract.

Sucn a program is economically sound and will prove of benefit to not only labor but management as well. Any examination of its economic soundness will readily indicate this and increased purchasing power would be an inevitable development of sucn a benefit going into the hands of the working man. Not only would additional dollars be spent for goods and services, but the workers would nave the all important element of the factor of confidence that they can count on and back up purchases of tne goods they buy and tne obligations they take on.

The provision has long been an economic necessity to all workers averywhere and you personally can draw on your own familiarity witn tne Detroit area and tne layoff policies of the automobile manufacturers and the subdivisions of industry thereof to agree with the need.

Some Unions like tne UAW have given much lip service to a yaar round economic security program, but they have either bean insincara or they have used it possibly as a club over the nead of employers to get them to go along witn other points of their Union contracts.

Be that as it may, tne Unions which can secure Guaranteed Minimum Annual Wage provisions for their members and actually go out and do the job now, shall make perhaps tne greatest contribution for the good of the working man in all of America's induatrial history, and tneleadersnip of sucn Unions will be looked upon as men of great stature in America's labor movement. Organizational drives for new membersnip will nave parhaps the strongest join-up appeal factor ever presented to the working man in the history of the labor movement. Coming generations of Americanin Labor will be able to look forward to thair life's work with the comfort and confidence which only tha guaranteed security of a Minimum Annual Wage can bring them.

I hope your union will be among the first to adopt and immedialaly carry out such a program and thus be able to offer your people the certainty of 12-months work at 12-months pay, or a Guaranteed Minimum Annual Wage. This progressive and needed benafit for the working man can indeed be rated as Number One in "The Teamster Movement" which I understand is now going on.

If I can expand or work with you further on this great reform, please feel free to call on me.

Sincerely,

John R. Franco
Woodner Hotel
3636 - 16th St., N.W.
Washington, D. C.

ADMINISTRATIVE FILE
Frank, Joseph H.
X
X

July 26, 1960

Mr. Joseph H. Frank
43 Klycroft Pkwy.,
Rutherford, New Jersey

Dear Mr. Frank:

I have your letter of July 24 and am deeply interested in its contents.

However, we are not raiding other labor unions and I regret that there is nothing this organisation can do for your at this time.

Very sincerely,

Joseph Konowe
Administrative Assistant
to the General President

JK/mr

43 Elyoroft Pkwy.
Rutherford, New Jersey, USA.
July 24, 1960 GEneva 8-1172

Mr. James Hoffa
President
Internatl. Brotherhood of Teamsters

Dear Mr. Hoffa

I am writing personally to You hoping You will reply to some of my requests. I am employed on the Pennsylvania RR for 11 years belonging to the AFL-CIO Union of The Order of Railroad Telegraphers for the same number of years. I previously had 6 years service on the Erie RR belonging to the Railroad Clerks Union the same no. of years. I also served in the US Navy for 3 years during WW2. In all that time I am seeing the RR Unions fighting but continually losing rights, benefits, jobs and in some cases wage losses. At the present time all 11 non-operating Union on the RRs have been negotiating since last Nov. 1959 for wage and benefit increases. Today July 24, 1960 we have not received 1 cent or 1 benefit since that time. Our Union does nothing but recess and then reopen talks with the Railroads. Our own Union leaders tell us right now we are 5 and 6 years behind other industries in wages and benefits and still they talk.

I am requesting You to see if You would be interested in trying to get the Railroad Labor men to switch over to the International Brotherhood of Teamsters. You know that all RR Labor Force is about 800,000 man, but I think You will find a different type of a Labor Man employed on the RRs for they are in a majority that believe all that the RRs tell them. I believe one of the Major causes for a determination on the part of the RR unions is the lack of cooperation they receive from their own members. A vast majority of labor RR men belive no sacrifice is to much for the good of their individual RR.

As for my own self if You go ahead and get us organized I will immediately join even if I by law have to continue paying dues to My present Union.

Hoping You will consider some of these requests and decide that You could be of help to many a Railroad employee.

Very Sincerely
Joseph H. Frank
Joseph H. Frank

ADMINISTRATIVE FILE
Frank, Murray
X
X

To Mr. Gibbons
Date 6/17 Time 2:30

WHILE YOU WERE OUT

M Murray Frank
of ap 350-MY
Phone Olympia 7-2766

TELEPHONED		PLEASE CALL	✓
CALLED TO SEE YOU		WILL CALL AGAIN	
WANTS TO SEE YOU		URGENT	

Message Rel's Call – Mr. Frank out of office – left word "we returned his call"
BH.

Operator

Efficiency Line No. 2725

ADMINISTRATIVE FILE
Frank, Phillip
(deceased)

April 29, 1963

Mr. Frank E. Fitzsimmons, Vice-President
International Brotherhood of Teamsters
2741 Trumbull Avenue
Detroit, Michigan

Dear Sir and Brother:

I enclose copy of a communication received in this office today and which is self-explanatory, from Mrs. Phillip Frank, 19089 Alger Street, St.Clair Shores, Michigan.

It would be appreciated if you would look into this matter and see what the story is so that I may properly reply to Mrs. Frank.

With best wishes, I am

Fraternally yours,

James R. Hoffa
General President

JRH/mr
Encl.

April 27.1963

Dear Sir

Mr James H. Huffa

I wrote in Regards to my Husbands good standing in your union which he joined to be a member and to say how Happy he was to receive a card from you as a lifetime member which he signed in the union when it first came in to the Detroit fruit auction and was very Proud to belong Paid his dues Regularly and when he was in the Hospital told me to notifie the union which I did and the Poor man had nine long weeks in bed at ant Centure Hospital on woodward and with both legs off from the Hips every day when I went to see my husband the first he wonted say not one from the union has been to see me he wonted say I didnt think the union wonted do that and when my husbond Mr Phillip Frank died on July 2

1962 not one cent or even a flower was
from the union I have tacked several times
to all his buddies at the detroit fruit auction
and they sure dont no what is wrong
I sure had an oful big expence for his
funeral the Blue Cross loned over a
Thousand dallars for Hospital but I was
left with "182 that the Hospital wants to bring
Court action for Blood I Coudnt Pay for
so I am wondering if there is something
you Coued do if it was Possable to get some
Blood doners in Mr Phillip Franks account
at the ant Centure Hospital to help on the
"188. I Can not Pay as I only had one
Thousand insurence which it all went
for expence and I Can not work as my age is
against me I went to Trumble but didnt get
much of answer was sent to Pention window
in other building but of no good I also was
Told to write to Bob Hama which I no he got
But no word so wont you see what you Can
do you Can Call or drop a line as I am

doing what my husbond wouned want
me to do I am now living with my
Daughter & son in law
thanks a lot

Mrs Phillip Frank
19809 alger St
St Clair Shores
To John Mengo Mich

Telephone
7710329

Mrs Phillip Frank
19809 Algier St
St. Clair Shores Mich
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Mr James R Hoffa
Local number 337
2741 Trumbull ave
Detroit 16
Mich

ADMINISTRATIVE FILE
Frankel, Louise
Chicago, Univ. of
Invitation

January 7, 1959

COPY

Miss Louise Frankel
5848 University Ave.
Chicago, Ill.

Dear Miss Frankel:

Thank you for your kind invitation of December 30th.

My schedule is in such an uncertain state at the moment that it is impossible for me to commit myself to any appearances during the months of February, March or April.

In the event my schedule clears sufficiently, I shall be glad to be in touch with you some time in the immediate future.

Very truly yours,

James R. Hoffa,
General President

JRH/HJG/yk

(10)

December 30, 1958

Mr. James Hoffa
c/o International Brotherhood of Teamsters
25 Louisiana Ave. N.W.
Washington 1, D.C.

Dear Mr. Hoffa,

I am writing for the Student Representative Party, a campus organization at the University of Chicago. Recognizing the important position of Unions in the current political and social scene, my organization feels it essential to bring people to campus who can speak on the subject with authority and understanding. We plan to sponsor a lecture series for the purpose of educating ourselves and the campus at large on this subject, and would like very much for you to participate in it. We would like you to come to campus during the months of February March or April, preferably during February.

I hope that you can help us.

Sincerely,
Louise Frankel
for Student Representative Party

Louise Frankel
5848 University Ave.
Chicago, Ill.

ADMINISTRATIVE FILE
Frankland, Ruth

May 9, 1961

Mrs. Ruth Frankland
937 S. Farragut Street
Philadelphia 43, Pennsylvania

Dear Mrs. Frankland:

I have your letter of May 7th and appreciate the opportunity to reply to the several misconceptions which you set forth in this letter.

First, I would like to point out that the payment of a strike benefit of $15.00 is a matter over which I have no personal control since this figure is set by convention action. Second, the taking out of $5.00 for union dues is strictly a matter in the hands of the local union officers and something of which I had no knowledge. Third, I meant every word I said with respect to the rights of our members who exercise their democratic procedures and I am certain that our convention in July will bear out these words.

In conclusion, I should like to thank you for writing and call to your attention the old saying "there are two sides to every story".

Very truly yours,

James R. Hoffa
General President

JRH:id

927 So. Farragut Street
Philadelphia 43 Pa.
May 7. 1961

Mr James R. Hoffa.

Dear Sir:

After watching "The Nations Future" on T.V. last night if one didn't know better, one might think you are the righteous saviour of the working man. On the program you used the term "in theory but not in practice" and when you said that I thought of the recent yellow cab strike in Philadelphia in which the pickets were paid a measley 15.00 and out of the 15.00 had 5.00 deducted for Union dues. If this is your theory in practice I don't think much of it.

It seems to me a Union as rich as yours could do a lot better than that. The government can forgo income tax and the city can forgo wage tax but God forbid that your Union forgo its dues. But I guess Christ does understand your democracy.

There is an old saying "clean your own doorstep first" which is still good theory today.

Very truly yours
(Miss) Ruth Frankland

ADMINISTRATIVE FILE
Franklin, Benjamin Hotel
X

February 20, 1962

Mr. Robert C. Bennett
Director of Sales
The Benjamin Franklin
Chestnut at Ninth
Philadelphia 5, Pa.

Dear Mr. Bennett :

Thank you for your letter of February 19, 1962 , inviting the International Brotherhood of Teamsters to make use of the Benjamin Franklin Hotel for meetings and conferences.

You may be assured that we shall be happy to communicate with you if we schedule any such in the near future.

Sincerely,

H. J. Gibbons, Executive Assistant
to the General President

HJG:b

THE BENJAMIN FRANKLIN

CHESTNUT STREET AT NINTH

PHILADELPHIA 3, PA.

February 19, 1962

Mrs. Bernice Heffner
Teamsters' International Union
25 Louisiana Avenue, N.W.
Washington, D.C.

Dear Mrs. Heffner:

You will be favorably impressed with the many improvements made at The Benjamin Franklin Hotel, which include new function rooms, beautifully decorated anf furnished. They are most suitable for meetings, local gatherings and the service of meals for all occasions.

The enclosed literature will give you a general idea of our new facilities and services, which we believe are outstanding.

We have a variety of restaurants, from a popular Coffee Shop, Kite and Key Cocktail!Lounge and Garden Terrace for more leisure dining and atmosphere.

All guest rooms and bathrooms have been modernized and completely redecorated; also most are air conditioned.

Do you think that your organization will consider Philadelphia and The Benjamin Franklin Hotel for a future meeting? We would be happy to submit a detailed proposal for your consideration. Of course, we would welcome a visit from you. Seeing is believing and we have a lot to show. May I hear from you.

Sincerely yours,

Robert C. Bennett
Director of Sales

THE BENJAMIN FRANKLIN

RCB:fm
encl

AIR CONDITIONED GUEST ROOMS AND FUNCTION ROOMS

Famous in Philadelphia

The Benjamin Franklin HOTEL

THE GARDEN TERRACE Dining Room and Cocktail Lounge. You'll find extra pleasure in a delicious luncheon or dinner in this beautiful garden setting. Choose from Flaming Sword Specialties and other tempting dishes. Famous for its bountiful Smorgasbord Buffet dinners.

THE COFFEE SHOP. For relaxed dining in an Early American atmosphere. Appetizing menu suggestions for breakfast, luncheon and dinner at popular prices. Counter service saves time when you're in a hurry.

THE CRYSTAL BALLROOM. A beautiful room with balcony on three sides. Ideal for luncheons, dinners and social functions. Dramatic lighting and modern sound system make an affair here as glamorous as a TV spectacular.

Philadelphia's largest hotel — dedicated to complete comfort and heartwarming hospitality for each individual guest.

1200 guest rooms, all with private bath and the cheerful outside exposure.

AIR CONDITIONED AND ATTRACTIVELY DECORATED

Centrally located in an area which includes both new and old Philadelphia. In the heart of the financial, shopping and theatrical district. Within three blocks of historic Independence Mall. Close to points of civic interest, including the exciting new Society Hill section, restored to its original Colonial beauty.

The Benjamin Franklin offers convenient location, comfortable accommodations and facilities — and attractive rates. In fact, rates are so moderate that it becomes the perfect hotel for your entire family. Under our Family Plan, *NO CHARGE* is made for children under 14 occupying the same accommodations with their parents. Special rate for Tour Groups.

For the guest who travels by car there's that indispensable convenience — the hotel owned and operated garage nearby. Your car is treated like a guest, too.

First impressions are so often lasting. When you register in the main lobby, you'll be welcomed with the friendly touch and quiet efficiency so characteristic of the hotel.

Luxuriously furnished suites are designed for the comfort of all guests, including your guests when you entertain. Just the place for business conferences and meetings, too.

Bright, tastefully decorated guest rooms suggest the friendly feeling of home. You have combination tub and shower, large screen TV, radio, running ice water and individually controlled air conditioning.

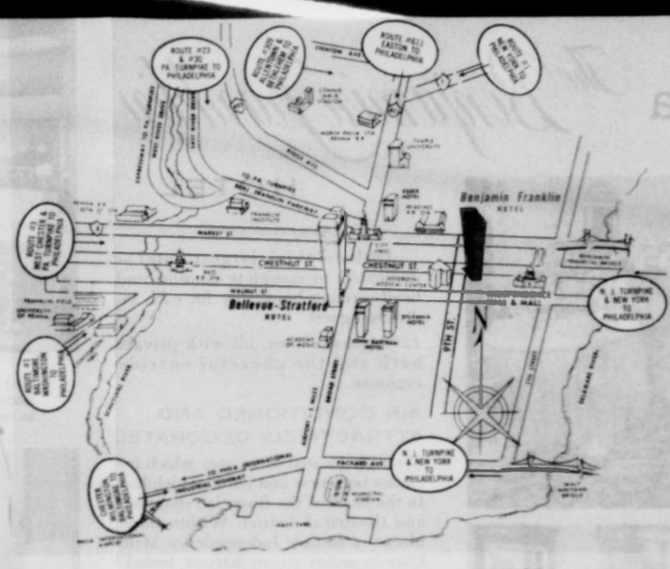
FUNCTION ROOMS FOR EVERY OCCASION

Whether you're planning a private dinner, company meeting, business conference or trade convention, the Benjamin Franklin has the appropriate function room for you. For example, the dining capacity of the Crystal Ballroom is 1150 persons, its meeting capacity 1500 persons.

The Crystal Ballroom is only one of 18 function rooms decorated and equipped to assure the success of social and business gatherings. These function rooms are located on the Mezzanine floor and the floor above so that many different types of gatherings can be conveniently accommodated. Each features latest lighting equipment and a public address system. All are well equipped for exhibits and trade shows.

A New Dining Room and Cocktail Lounge featuring an open hearth kitchen—Luncheon, Dinner and Supper served daily in a relaxing and intimate atmosphere.

KITE AND KEY ROOM



VISIT HISTORIC PHILADELPHIA, BIRTHPLACE OF THE NATION, WHERE AMERICAN HISTORY COMES ALIVE

INDEPENDENCE MALL—The extensive newly created park, only 2 blocks from the hotel. See the Liberty Bell—symbol of freedom.

THE INDEPENDENCE HALL—Where the Declaration of Independence was signed on July 4, 1776, and the Constitution of the United States was adopted.

BETSY ROSS HOUSE—Where the first American flag was made.

CHRIST CHURCH—Where many signers of the Declaration of Independence worshipped—One of the Nation's most historic churches.

WASHINGTON SQUARE—Unknown soldier of the Revolution's tomb.

CARPENTERS HALL—The first Continental Congress met here September 5, 1774.

FIRST BANK OF THE UNITED STATES

OLD CUSTOMS HOUSE

OLYMPIA—Admiral Dewey's Flag Ship.

FRANKLIN INSTITUTE—Home of Fel's Planetarium.

Benjamin Franklin
HOTEL

SEE YOUR TRAVEL AGENT

PHILADELPHIA

Benjamin Franklin

HOTEL

BENJAMIN FRANKLIN HOTEL

CHESTNUT STREET AT NINTH

Office of,
W.B.Franklin
4905 West 59 Terr.
Kansas City. Mo.

ADMINISTRATIVE FILE

Franklin, W. B.

HON. JAMES R. HOFFA
PRESIDENT:
INTERNATIONAL BROTHERHOOD
TEAMSTERS, WASHINGTON. D. C.

Dear Mr. Hoffa;--

About four months ago I had an interview with Vice President, and Executive Assistant, Mr. Harold J. Gibbons in his office in Washington. The purpose of my interview was to discuss with Mr. Gibbons a practical documentary educational motion picture, consisting of factual sequences of the Teamsters Organization from its inception, to the present advancement made under your leadership.

Our plan would be to document in Film, and make a print available to all locals of your organization throughout the Country, and in turn the locals would have this Film available for showing to all Civic groups, Colleges, and High Schools. in their particular area.

We can, I assure, carry this story to the people, to project the Teamsters side of the recent headlines, showing to the public the other side of an issue, which has only been one side presented through the controlled press.

I think that you will agree that it is very difficult to impress lasting facts through a printed periodical, or a daily news paper. On the other hand a tensecond scene on a film will reflect a design that will be long remembered.

THEREFORE;

We are certainly of the opinion that a Film as herein described, has never been done with the wide scope that this Film will project, in behalf of your Organization. and present what it takes to operate a vast business, as represented by you. We will show your vast auditoring operation, the function of your locals, your medical center, your Brotherhood operations, your Welfare operations, and the advancement made in the welfare of the Teamster, from back to the Gompers erea, where a Teamsters compensation was two dollars per day. This will all be presented as a story on film. We will show the advancee made under your leadership, notwithstanding what the press has said, their is another side to all controversial questions, and this film will be the presentation of your side, and eliminate the ogre tales carried by the press.

This letter Mr. Hoffa, is for introductory purposes, and is not meant in any manner as an influence, in any way. If you can spare us an appointment in your busy schedule, we will have our technical men meet with your committee and discuss this matter, and set this up in form by our specialists, engineers, and special effects men in Washington.

I will cartainly appreciate your due consideration, and may we say that we are at your service.

Respectfully W. B. Franklin

W. B. Franklin

WBF/WF

RECEIVED
FEB 19 1958
A.F.L.-C.I.O.
GEN. MAIL DIV.

Mr.Harold J.Gibbons
Vice-President &
Executive Assistant
International Teamsters.

Dear Mr.Gibbins:

The attached letter is also directed to you,and I want to hasten to say that I by writeing Mr.Hoffa direct,was for the purpose of you both having a copy of the presention in letter form.

I will appreciate it if you will weigh this matter,and give it due consideration, and thank you for your valuable time.

Very Truly Yours

W. B. Franklin

W.B.Franklin

Mr.
605
Kans

Dear M

Franklin:

We have your communication dealing with a proposed film for the Teamsters Union and President Hoffa has asked me to write you that at the present time, we are not in any position to discuss this matter with you or to make any plans for such a project.

It may be that we would be interested in such a project in the future. I am, therefore, keeping your communication on file and will contact you in that event.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

February 13, 1959

Mr. W. B. Franklin
605 West 59th Terr.
Kansas City, Missouri

Dear Mr. Franklin:

We have your communication dealing with a proposed film for the Teamsters Union and President Hoffa has asked me to write you that at the present time, we are not in any position to discuss this matter with you or to make any plans for such a project.

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H. J. Gibbons,
Executive Assistant to the
General President

HJG/yk

Office of,
W.B.Franklin
605 West 59 Terr.
Kansas City. Mo.

HON. JAMES R. HOFFA
PRESIDENT:
INTERNATIONAL BROTHERHOOD
TEAMSTERS, WASHINGTON. D. C.

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This letter is for introductory purposes, and is not meant in any manner as an influence, in any way. If you can spare us an appointment in your busy schedule, we will have our technical men meet with your committee and discuss this matter, and set this up in form by our specialists, and special agents now in Washington.

May we say that we are at your service.

Respectfully yours,

W.B. Franklin

GENERAL PRESIDENT

REPRODUCTION

JRB\RB

ADMINISTRATIVE FILE
Frantin, Nicholas
X
X

February 4, 1963

Mr. Nicholas Frantin
Cape Coral
Florida

Dear Sir:

We have your letter of February 1 inquiring about luxury apartments for retired members of the Teamsters Union.

The International Brotherhood of Teamsters has launched such a program to build some ten of these apartment houses across the national. One of the places for such an apartment house may very well be Miami. In the event they are built rentals will be scaled low enough to permit members on pension to live in these apartments.

In the event you want any further information, you may contact our International Representative, Joseph Morgan, 2940 N W 7th Street, Miami, Florida.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
cc: Joseph Morgan

Feb 1, 1963

Dear Sirs:

I would like some information about the proposed luxury apartments for retired members of the Teamsters Union.

I read about this in the Dec 19 issue of the Fort Myers Press which states that one will be built in Miami.

Thanking you

Nicholas Frontin
Cape Coral
Florida

ADMINISTRATIVE FILE
Frana, Howard R.
X Hagen, Lina J.
X

January 29, 1954

Mr. Robert L. Graham, Director
Western Conference of Teamsters
552 Danny Way
Seattle 9, Washington

Dear Buddy:

Enclosed is a letter from Lina J. Hagen, a nurse, who complains about non-payment of salary for three nurses who cared for a Teamster member, Howard R. Frana.

I want you to get hold of her and explain the delay in replying to communication. I don't know what we can do in this instance. Certainly, these women should not suffer a loss of pay and if there is any way in which we can help them in collecting, I think we should do so.

Drop me a line and let me know what action you have taken and what conditions you have found.

Fraternally yours,

DB:aw
a
enc.

COPY

FROM THE OFFICE OF
DAVE BECK, GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

Dec. 2 - 1953.

Mr. Dave Beck
16749. 3 Ave Dr. N.E.
Seattle, Wash.

Dear Mr. Beck!

I am taking the privelege of writing you in behalf of three of us nurses.

We took care of a Mr. Howard R. Frange, Auburn, Wash. for several weeks, when he suffered from a brain weak and was not expected to live.

He is a member of the Teamsters Union.

We sent weekly statements to the Union. They kept the statements and did not notify us so that they paid Special nurses for only one week.

Now two nurses have $165.00 Coming apiece and I have $126.00.

Could you exert your influence on the union & help us in this matter?

I took care of your wife once and I know you are honest and always willing to help people in need or trouble.

If you can do anything for us - it would be greatly appreciated.

Yours truly,
Sina J. Hagen
3505 - W. Harrison
Seattle 99 - Wash.

Phone - Ga (Ker) 6270

ADMINISTRATIVE FILE
Frappied, Willis R.
X
X

March 11, 1960

COPY

Mr. Willis R. Frappied
146 Clermont Avenue
Hempstead, New York

Dear Mr. Frappied:

In accordance with your request of February 28, I am enclosing a brief analysis of the wages, hours, and selected fringe benefits in the current dairy contracts in Richmond, Virginia and Denver, Colorado. I am also enclosing copies of a wage survey by the Bureau of Labor Statistics of the U. S. Department of Labor which show certain wage rates in selected industries organized by the Teamsters as of July 1, 1959.

I hope you find this material helpful.

Very truly yours,

Abraham Weiss
Economist

AW/lp
Enclosures

From: Willis R. Frappied
146 Clermont Avenue
Hempstead, New York

Feb. 28, 1960

To: Abraham Weiss
Economist

Dear Sir:

In answer to your reply of Feb. 18, 1960, to my letter on Feb. 12. You said in your reply to narrow it down to a city or state as to union dairy job's located in the United States. To give you an idea of the location I prefer, it would come to ~~three~~ cities & two states in the U.S.A. There is Richmond & Roanoke of Virginia, and also the city of Denver, Colorado. It would be highly appreciated if you could give me as much information leading to not only union dairy job's, but also other job's that come under jurisdiction of the teamster's union.

Sincerly
Willis R. Frappied

ADMINISTRATIVE FILE
Frappied, Willis R.
X
X

February 18, 1960

COPY

Mr. Willis R. Frappied
146 Clermont Avenue
Hempstead, New York

Dear Sir and Brother:

Your letter of February 12 in which you inquire about union jobs outside of New York State has been referred to me for reply.

We have approximately 900 local unions throughout the United States, and many of them include dairy workers and dairy drivers. If you will give me some idea of the section of the country in which you are interested I shall be glad to furnish you whatever information I may have available. It would be a considerable job to try to indicate the wage scales in effect throughout the country, even in the dairy industry, without narrowing it down to a particular city or state.

I am looking forward to hearing from you.

Fraternally yours,

Abraham Weiss
Economist

AW/hp

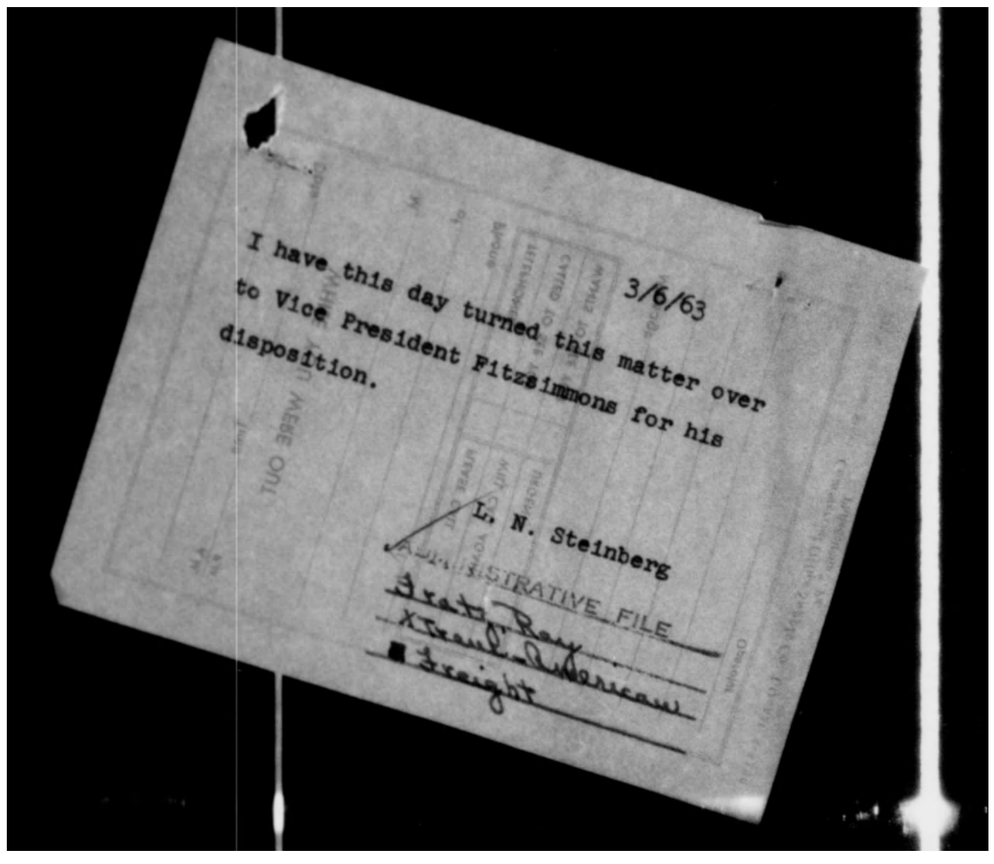
FEBRUARY 12, 1960

From:
WILLIS R. FRAPPIED
146 CLERMONT AVENUE
HEMPSTEAD, NEW YORK.

Dear Sirs:

To who this may concern, I am right now an employee at M.H. Renken Dairy Co. which has workers under the teamsters union. The company in which I work is in New York. It would be appreciated an very helpful to me if you could forward some information on union jobs outside of New York State preferring the Milkmen's Industry. If possiable would like some information on there location and what wages they would pay. It would be helpful, if you could reply to this letter as soon as possiable.

Sincerely
Willis R. Frappied



3/6/63

I have this day turned this matter over to Vice President Fitzsimmons for his disposition.

L. N. Steinberg

ADMINISTRATIVE FILE

Grath, Ray
X Trans. American
Freight

Mr. Ray Fratz
2½ Union Street
Burlington, New Jersey

Home Phone: Du. 6-1254

I was at Trans-American Freight since the early part of 1956 until May of 1962. Me along with a lot of other brokers that worked on the Steel Division tried repeatedly to get an answer pertaining to the company paying our Federal Use Highway Tax. We never could get an answer in reference to this.

I have written Mike Dennis, Manager of Trans-American and have received no answer.

They have never paid our Federal Use Tax. Now, the Internal Revenue is after a big majority of us in reference to this.

This amount runs up to some where near a $1,000.00 including penalties and interest and we are going to have to pay it.

Other fellows that worked with me on this are: Mike Kauffman, Bob Hood, Vince Faye, Bill Martin and Romenio.

To the best of my knowledge, they have never paid for any of the brokers.

Ray Fratz
RAY FRATZ

6 March 1963

Mr. Ray Fratz
2½ Union Street
Burlington, New Jersey

Home Phone: Du. 6-1254

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Ray Fratz

RAY FRATZ

6 March 1963

ADMINISTRATIVE FILE
Fraulini, Vincent
X
X

November 30, 1959

Mr. Vincent Fraulini
P. O. Box 520
Walla Walla, Washington

Dear Mr. Fraulini:

Your letter addressed to Mr. James R. Hoffa dated November 16, 1959 has been referred to this office for reply.

At the present time, we have approximately 600 men who are members of this local union, out of work; and as a result do not have any job openings in this area. However, we suggest that you contact us upon your release; and we will do everything possible to assist you in locating employment.

Your incarceration in a penal institution will have no bearing on your work situation insofar as we are concerned. Perhaps by the time you are released, work will be available.

We shall be looking forward to an interview with you early in December.

Very truly yours,

GEORGE CAVANO, Secretary-Treasurer

GC:vpb

cc: L. N. Steinberg,
Personal Representative
to the General President

COPY

INTERNATIONAL BROTHERHOOD OF TEAMSTERS
CHAUFFEURS, WAREHOUSEMEN & HELPERS

November 16, 1959

Mr. George Cirano, Secretary-Treasurer
Local Union No. 174
[illegible] Bay
Seattle 9, Washington

Re: Vincent Fraulini

Dear Sir and Brother

Enclosed is a photostatic copy of a letter which is self-explanatory.

Anything you can do for this individual to assist him in rehabilitating himself would, in my opinion, be a worthwhile cause.

Fraternally yours,

L. N. Sheinberg
Personal Representative
to the General President

LNS/alb
Encl

GENERAL PRESIDENT
DEC 3 8 AM 1959
RECEIVED

P. O. Box 520
Walla Walla, Wash.
November 16, 1959

Mr. James R. Hoffa, President
Teamsters' Union
Washington, D. C.

Dear Mr. Hoffa:

I hope the fact that this letter is from an inmate of the Washington State Penitentiary will not effect your opinion in the matter I wish to bring to your attention. I hold a deep sympathy for your present position in the circumstances surrounding the current investigation, and a much deeper respect for your stand. In my position I am desperate for an opportunity to gain freedom, the freedom that I have both earned and deserve.

I am to appear before the Board of Prison Terms and Paroles in December, at which time they will determine the balance I must serve on the remainder of my sentence. One of the requirements of release is that I have a job, or at least a job offer. This is an almost unsurmountable obstacle in my fight to freedom. I have written to some of your locals, but have failed to receive any concrete offers, or, in fact any answer that would invite positive action from the Board. I am quite confident that intervention on your part, even to a minor degree, would have a maximum of effect. Would you consider writing a line to one of your local secretaries in this state (I am free to go to any city), asking that they give me consideration.

I am 33 years of age, in excellent physical condition, non-drinker, married with a baby daughter to support. I have had considerable experience in the operation of various trucks on construction jobs, and have done much work in warehouses both inside and outside. My past experience has given me the confidence in my ability to adapt myself to conditions as the jobs require it.

My union activities in the period I worked prior to my arrest were not intent enough to have established me in the good graces of any locals in this state, although I can say that I have been loyal in every activity in which I did participate. My record in here, both conduct and work, were of the best, always. My charge, second degree burglary, has been paid in full with two long years of confinement, and I'm sure will be my last arrest.

If you should find it within your judgment to intervene in my behalf, rest assured that I will keep the entire matter in confidence so as not to start a precedence from here. Hearing before the Board early in December, and the time is very short, I would appreciate hearing from you just as soon as possible. And rest assured, too, Mr. Hoffa, that I will be forever grateful for anything, however small, that you may do in my behalf.

Very sincerely,

Vincent Freulini

ADMINISTRATIVE FILE
Fraulini, Vincent

November 18, 1959

Mr. George Cavano, Secretary-Treasurer
Local Union No. 174
552 Denny Way
Seattle 9, Washington

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Fraternally yours,

L. N. Steinberg
Personal Representative
to the General President

LNS/alb
Encl

IN REPLY REFER TO NO. 26384

P. O. Box 520
Walla Walla, Wash.
November 16, 1959

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Teamsters' Union
Washington, D. C.

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Very sincerely,

Vincent Fraulini

Vincent Fraulini

ADMINISTRATIVE FILE
Frazier, Alex
X
X

September 29, 1955

Mr. Alex Frazier
Route 2
Beaver, Ohio

Dear Mr. Frazier:

This will acknowledge receipt of your recent letter addressed to our General President, Mr. Beck.

One of your local union officers will be able to answer the questions which you asked and we suggest that you contact them for the information.

Very truly yours,

Robert L. Graham
Assistant to the
General President

RLG/alb

COPY

FROM THE OFFICE OF
DAVE BECK, GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
P-2050

Beaver, Ohio
Sept. 27, 1956

Dear Brother
General President
25 Louisiana Ave., N.W.
Washington 1, D.C.

Dear Sir,

Would like you to tell me if a Teamsters Local Steward has the right to also hold foreman's job.

Would also like to know if a foreman should be relieved of duty for occasionally helping the men with a heavy job.

A Teamster
member

ADMINISTRATIVE FILE
Frazier, Herbert
x
x California Teamsters Army

December 1, 1964

Mr. Jack Goldberger, General Organizer
International Brotherhood of Teamsters
240 Golden Gate Avenue
San Francisco, California

Dear Sir and Brother:

Attached is a wire from Mr. Herbert Frazier, which is self-explanatory, and is being sent to you for your information.

Fraternally yours,

James R. Hoffa
General President

JRH/mc

Enclosure

WESTERN UNION

LLW395 OA249

NOV 25 PM 11 07

O SFD681 NL PD SAN FRANCISCO CALIF 25

JAMES R HOFFA

TEAMSTER UNION WASHDC

SIR: CORPORATE FACISM APPEARS TO RULE THE CALIFORNIA FARM ARMY

STOP PLEASE MOVE IN

HERBERT FRAZIER HENRY HOTEL SAN FRANCISCO

NOV 0 AM 8 37

ADMINISTRATIVE FILE
Frazier, Herbert
X
X

R. J. E. DEVINE
CALIFORNIA STATE GRANGE
2101 STOCKTON BLDV.
SACRAMENTO CALIF.
DEAR SIR

THESE LINES ARE WRITTEN WITH FULL KNOWLEDGE POVERTY IS ON THE PROWL AND CRIME IS MOVING ALONG AT MORE THAN FIVE TIMES THE SPEED OF THE POPULATION AND [illegible] OF THE PEOPLE ARE AFRAID TO GO OUT NIGHTS.

AS YOU KNOW I HAVE SINCE 1955 BEEN PUSHING AND SHOVING FOR A FARMER FARM LABOR MOVEMENT, YOU KNOW FURTHER THE POLITICAL SPEARS AND NEAR LIARS HAVE CAUSED MY PREVIOUS PLANS UP SO VERY MUCH THEY HAD TO BE ABANDONED AND FORGOTTEN. YOU KNOW TOO THAT I HAVE NOT WASTED MY ENERGY CHASING A PAST BUCK TO THE END OF THE RAINBOW.

A FARMER - LABOR MOVEMENT IS HARD TO HANDLE. I AM PREPARED.

MR. PRESIDENT JOHNSON IS COMING TO SACRAMENTO AND HE WILL BE PUSHING OR PULLING HIS WAR ON POVERTY.

THESE LINES ARE WRITTEN TO YOU TO AID THE PRESIDENT OR TO CHALLENGE HIM WHICH EVERYWAY IS DESIRABLE.

TO SETTLE THE ARGUMENT THE CORPORATES HAVE IN THE ALE ONCE AND FOR GOOD THE MOVEMENT OF MEXICANS, PUERTO RICANS AND CUBANS MUST BE BROUGHT HERE TO HARVEST THEIR CROPS. JUST WHO PROMOTES THIS PROPAGANDA IS NOT CLEAR ONE DAY IT CAN BE HUNG ON THE NEWSPAPERS, ANOTHER DAY THE VOTE SEEKING POLITICANS AND THEN ANOTHER DAY DAWNS THAT PLACES THE CORPORATES WAY OUT FRONT, ANY ITS POISON AND I ASKED THE TEAMSTERS UNION TO POLL THE STATE OF CALIFORNIA TO MUSTER A CREW THAT CAN WILL SPADE UP AND GARDEN CALIFORNIA FOR UNION PAY AND PROTECTION.

THE TEAMSTERS WERE ASKED TO DIRECT THEIR POLL AT THE UNEMPLOYED ON WELFARE, THE NEGRO THAT ESCAPED THE FARM AND MADE IT TO WELFARE, STUDENTS THAT WILL GO TO THE FARM ON SCHOOL BUSES, I ASKED THE TEAMSTERS TO POLL, PROBE AND DIG GOV. BROWN AND HIS PRISON POPULATION FOR VOLUNTEERS TO DO ALL ACTUAL NECESSARY STOOP WORK FOR UNION PAY.

LAST SUMMER OREGON FOUND OUT FORCED POVERTY WENT WORK AND A AMEDA COUNTY IS FINDING OUT THE SAME.

I THINK GOV. BROWN WANTS TO DO SOME THING FOR HIS PRISON POPULATION HIS UNEMPLOYED AND HELP ALL HE CAN WITH PRESIDENT JOHNSONS WAR ON POVERTY.

I WROTE IN FIRST PLACE AND STILL DO SELECTIVE SERVICES (A PAFF DRAFFEE WITH INTENT TO WORK, SLEEP AND FEED THE PPFFER PROPERLY.

I CAN CALL MY SHOTS AND PROVE UP ON THEM WHEN I SAY THAT THIS WHOLE STUPID MESS GOT OFF THE GROUND WHEN THE AMERICAN PEOPLE PANICKED DURING OUR DEPRESSIONSHORTLY AFTER SAM INSULL WENT BROKE. I CAN WITH THE GREATEST OF EASE POINT TO THIS INCIDENT AND ACTION AS THE VERY WORM THAT SPREAD JUVENILE DELINQUENCY CRIME THAT IS ASSOCIATED WITH POVERTY AND SADDISM LIKE MUSTARD ON A HAMBURGER.

YOU ARE IN AS DEEP AS ANYONE INCLUDING THE PRESIDENT AND I URGE YOU BEGIN WITH ME AT THE VERY BOTTOM.

WHEN THE AMERICAN PEOPLE PANICKED SOME WENT COMMIE SOME WENT FACISTIC TO FORM AND ACTIVATE THE WORST THE VERY WORST HATE CROWDS EVER KNOWN. THIS HATE CROWD HAS FADED DOWN SOME IN RECENT YEARS BUT AT THIS MOMENT ARE DESOERATE FOR THE POWER AND CAN IF THEY WANT TO INFILTRATE CRIME AND SOME CASES JUVENILE DELINQUENCY.

signed Herbert Frazier
HERBERT FRAZIER 16(5)DAY ST
SACTO CALIF

I propositioned the teamsters to try selling rather than striking

I EXPECT TO SELL A 4 MILLION MEMBER UNION FOR ANOTHE WINNING

OFF THE RECORD

CONTINUED

WHEN J. P. MORGAN BUSTED SAM INSULL IN THE MIDDLE OF OUR DEPRESSION MORGAN KNEW HE HAD THROWN THE GATE WIDE OPEN TO COMMIE ORGANIZERSMORGANS COUNT--- MOVE WAS TO GO AMONG THE400 MILLIONAIRES OF THE DAY AND ORGANIZE THE OPPOSITION. THIN UNHOLY. UNSCRUPULOUS CREW KNOWN TO ME AND ARTHUR BRISBANE AS THE BASTARD POLITICAL PARTIES OF ALL TIMES AND HATE MONGERS THAT WORDS DO NOT DESCRIBE.

AMONG THE WORST NATIONAL DISORDERS TO COME OF INFAMOUS MOVEMENT WAS AND IS JUVENILE DELINQUENCY , MANY IS THE NUMBERTHAT WENT ALONG WITH THE MORGAN CROWD MANY IS THE NUMBER THAT WENT COMMIE AND IN THE PRESENCE OF THEIR CHILDREN USED LANGUAGE ABOUT LOVE, BUSINESS AND POLITICS THATI WOULDNT HAVE ARUND A DOG THE DOG WOULD BE CERTAIN TO GO MAD AND BITE ME. THE FACIST SIDE CHOSE HATE AS THEIR WEAPON. NOT ONLY DID PARENTS WRECK THEIR OWN KIDS THEY ALLOWED FRIENDS AND RELATIVES IN THEIR HOMES TO CONFIRM THEIR SUSPICIOUS AND ABOUT VICIOUS TALK. THE LITTLE MONSTER WON HIS NAME (LITTLE MONSTER) FROM THE NEWSPAPERS THAT HE PAID RUIN HIM.

AS A RESULT OF MORGANS STAINLESS STEEL CURTAIN YOU CANNOT NAME ONE MINORITY GROUP FROM THE JEWS TO THE NEGRO BATTLE OF TODAY THAT WON 5CENTS WITHOUT A FREE AND DEATH STRUGGLE.GEORGE MEANY CONFIRMED THES IN A SPEECH AT SALT LAKE CITY UTAH WHEN HE SAID (THE AF - CIO HAD TO FIGHT EVERY STEP OF THE WAY. AFTER MR. BRISBANE AND WILL ROGERS WENT AWAY I STEPPED DOWNE TO ALASKA AND I WASNT DRAGGING MY FEET AS BUNYANS BLUEBIRD. OK

PERHAPS YOU WONDER WHY I MENTION THESE THINGS TO YOU AND THE ANSWER IS I WANT THE TABLES TURNED AND I WANT TO START ATHE VERY BOTTOM WITH THE FARMERS AND FARMWORKERS.BY SELLING THEM OTHERS WILL FOLLOW.

THE HATE MONGERS ARE ON THE PROWL MORE SO THAN THEIR COUTERPARTS THE COMMIE IN THIS PRESIDENTIAL ELECTION, THE VERY RICH MANS RULE THAT WAS PALMED OFF SEEMS TAME COMPARED TO FANATICS THAT HOLD THE REINS.

WHEN ARTUR BRISBANE AND WILL ROGERS WENT AWAY THEY EVEDENTLY TOOK THE NEWS PAPERMEN WITH THEM WE HAVE HAD BUT NHUS SINCE.

THE ABOVE DESCRIBED MESS PROVES ONE THING FOR SURE AND THAT ONE THIND TEACHES FOREVERMORE THAT EVASION CAN COST A 1000 MORE THAN INVASION,MORGANS CROWD AND THE COMMIES HAVE INVADED EVERY NOOK AND CORNER OF TO CREATE A CON---- DITION WHERE EITHER OF THE BASTARD POLITICAL PARTIES DESPERATE AS THEY ARE CAN INFILTRATE CRIME AT ANY GIVEN PLACE, ANY GIVEN TIME AND COMMIE 1000 MURDERS RAPES, ARSON JOBS AND BANK ROBBERIES. I DO NOT ARGUE THEY PULL THIS JOB OFF BUT CERTAINLY THEYCAN AND FURTHER IF ONCE AGAIN BUT THEN THE OTHER WILL HAVE TO.

ABOUT EVASION AND INVASION I THINK THE PEOPLE HAVE HAD IT AND I CAN SELL THEM THE IDEA OF DOING BETTER.

TO START WITH I WANT TO SELL GOV. BROWNS FARM LABOR INSURANCE TO ALL STATES MAYBE CONSIDERED FARM STATES.

(FOR SALE) SELECTIVE SERVICES (A) FFFF DRAFTEES TO THE FARMER.

(FORSALE)FOR SALE) (FOR SALE) A STAGGERING NUMBER OF PRISONERS TO DO ALL ACTUAL NECESSARY STOOP WORK.

(FOR SALE) A CREW OF UNEMPLOYED NOW ON WELFARE.

(FOR SALE) CHEAP THE IDEA EVASION IS CHEAPER THAN INVASION.

THE CREW OF UNEMPLOYED IS NOT WILLING TO ACCEPT FORCED POVERTY.

(FOR SALE) 4 MILLION FARMWORKERS CAUGHT IN THE WAKE OF INFLATION.

THE WAKE OF INFLATION CARRIES ONE ON MERRY GO ROUND UP AND DOWN OUT AND ALL ARUND CRANKED BY GEORGE MEANY AND A CREW OF UNDERSTUDIES.

(FOR SALE)NE MERRY GO ROUND.

(FOR SALE) STUDENTS AND SCHOOL BUSESTO RIDE TO AND FROM WORK

(SALE AUCTION,) WILL GIVE AWAY THE IDEA THAT ITS CHEAPER TO HIRE MEXICANS, PUERTO RICANS AND CUBANS THAN AMERICANS. THE IDEA JUST SMELLS CHEAPAND IF I ARGUE WITH ANYONE ABOUT I WILL ARGUE WITH FIGURES.

THE ABOVE LOAD IS SMETHIGHERE AND WE MUST LIVE WITH IT LIKE OR NO BUT WHAT COMES TO YOU NOW IS YOUR OPTION BUT I DERE YOU TO REJECT IT.

(FOR SALE) MILLION OF BOOMERANG BUCKS.

(FOR SALE)MY IDEA ON FARMING.HIRING AND HOUSING.

inthe history of FARMING IT IS TO BE FOUND THAT ELY WHITNEY PUT THE FARMER IN SLAVE BUSINESS WHEN HE INVENTED THE COTTON GIN. IT IS TO BE FOUND THAT AFTER A WAR WAS FOUGHT OVER THE ISSUE THE NEGRO WAS EXPELLED TO THE IRREPARABLE PLIGHT. THE NEGRO DESTROYED THE FARM AND SEEKS CITY JOBS. THE IS DETERMINED TO RID HIMSELF OF THOSE THAT WOULD EXPLOIT HIM AND SO MUCH THAT HE THREATENS ANOTHER CIVIL WAR.

THE GROWERS NOW SEEK ANOTHER CREW OF SLAVES FROM PUERTO RICA CUBA AND MEXICO THAT IF ALLOWED WILL DESENTEGRATE THE WHITE RACE ON THE LOWER LEVEL.

IN THE HISTORY OF MONEY IT IS TO BE FOUND THE GREEKS FIRST COINED SILVER. SINCE THIS FIRST DOLLAR WAS HAMMERED MANY CHANGES HAVE BEEN MADE.

THE USE OF OUR OBSELETE MONEY IS A TERRIBLE BORE AND THE CHANGE SUGGESTED BELOW WILL FIND A HAPPY WELCOME.

(FOR SALE) THE OBSELETE CARTWHEEL DOLLAR. THE PRICE 90 CENTS

I HAVE ASKED THE TREASURY DEPT. FOR A REDUCTION IN THE SIZE OF OUR SILVER COINSES ESPECIALLY THE CARTWHEEL SILVER DOLLAR.

INFLATION HAS CREATED A NEED FOR FAST CHANGE,

MY MAIL ORDER HOUSE PLACED THE ORDER AS FOLLOWS: A30 A 20 A 10 A 5 A 3 and 2 DOLLAR BILL. NO ONE DOLLAR BILL IS TO BE MADE USING A SILVER BOOMERANG BUCK TO REPLACE PAPER DOLLAR. SAME AS THE PAPER MONEY THE SILVER COIN WOULD START 2 CENTS AND GRADUATED UP TO 90 CENTS, THE HALF DOLLARR AND DOLLAR WAS HERE HERE A LONG LONG TIME AND MY MAILORDER HOUSE EXPECTS IT STAY A LONG LONG TIME. THIS IS A CHALLENGE FOR SOME ONE TO DO BETTER IF THEY CAN, NO HURRY UP JOB IS TO BE EXPECTED TAXES MUST BE REGULATED TO SUIT THE COIN AND ARRIVE AT THE SAME FIGURE. THE BREEDERS WILL MAKE TRY, THIS IS ACCEPTABLE ONLY IF IT DOES SAVE ON RHUMONEY AND BARBECUED BEEF TONGUE.

FOR THE BIRDS THAT LOUSED OUR MONEY I ASKED FOR A PIG IRON DOLLAR FOR THEM WITH A LEG CHAIN HUNG ON IT BUT ON SECOND THOUGHT THER IS SO DAMN MANY OF THEMWE MIGHT HAVE OUT OF CHAINS.

I CALL THIS NEW BILL AS THE BOOMERANG BUCK BECAUSE THE FARMER WILL BE TOLD TO MAKE IT COME BACK OR LOSE HIS BUTTON. I EXPECT TO BE ACCEPTED BY THE TEAMSTERS UNION AND WE WILL STRIKE HIS OVERALLS IF HE WON'T DONT OR CANT PAY A UNION WAGES.

IF ACCEPTED BY THE TEAMSTERS THE FARMER PRICES WILL NOT GO SO VERY ON WAGE INCREASES BUT WILL GO ALL OUT FOR UREMPLOYMENT INSURANCEAND RETIREMENT TO BE PAID FOR BY ALL THAT BUY FARM PRODUCTS AND WHERE ALL PAY A LITTLE NO ONE IS EXPECTED TO EVEN NOTICE THAT WE HAVE SUCH A PLAN. THE NEWS PAPERS WILLBE LIKE IN WORK.

I HAVE ASKED THE TREASURY DEPT, TO COIN ALL SILVER SALVGED TO BE FOLLOWED BY A REQUEST TO PAIN THIS MONEY OUT, LOAN IT OUT AND IN SOME CASES MAKE OUT RIGHT GRANTS TO FARMERS THAT MUST HAVE EQUIPMENT, HOUSING AND FERTILIZERS SO HE CAN PAY UNION WAGES.

(FOR SALE) THE FARMER CANNOT WELL AFFORD TO BUILD PERMANENT QUTRS. FOR THE EXTRA GANG HE MUST HIRE TO HARVEST HIS CROPS, SOME FINISH THEIR JOB IN 30 DAYS WEEKS. THERE ON IMPROVED PROPERTY AND DEPRECIATION OUT AW PERMANENT HOUSING SO I WANT TOSELL THE IDEA OF HOUSING ON WHEELS THE SAME AS RAILROADS MOVE THEIR EXTRA GANGS. THE RAILROADS HAVE PLENTY OF BOX CARS NOT FIT FOR CAPICITY LOADS BUT YET SUITABLE FOR HOUSING WITH THE CONDITION THAT THEY BE OVERHAULED COMPLETE WITH APPLIANCES. RAIL CARS CAN BE USED UP TO 30 MILES FROM A RAIL HEAD AND TACTOR DRAWN TRAILERS CAN BE USED OVER 30 MILES OUT.

(FOR SALE) THE COST OF HOUSING. MULTIPY THE COST OF UNEMP. INS. AND RETIREMENT BY 3 AND YOU HAVE ACCOSE TO FIGURE MARK. THE BUYER WHOLESALE, RETAIL AND CONSUMER WILL KNOW HE FARMER IS HOUSING BUT THE ARGUMENT THAT THE COST PROHIBITS SUCH PLANS IS OUTLAWED BY FACTS. THE DAIRY ENTERPISE TURNS 23 BILLION DOLLARS A YEAR AND THE MILK SUPPLY IS NOT A DROP IN THE BUCKETWHEN IT COMES TO NATIONAL TAKE ON FARM PRODUCTS. TO THIS FIGURE TO BE SPENT FOR HOUSING PLEASE RECKON WITH THE NEW RATE INCIDENCE THAT WILL SAVE 3 BILLION A YEAR.

THERE WERE TO MANY AROUND IN THE
HOTEL LOBBY WHEN I TYPED THIS LETTER
AND DIDNT WANT ANY TO KNOW I WROTE
ROBERT F. KENNEDY

MY DEAR JYR- HYD

THIS WILL ACKLOWEDGE BOTH YOUR REPLIES TO BOTH MY COMPLAINTS MADE TO JOHN L. MCCLELLAN WHILE YOU WERE A POLITICAL SPY, WASTE OF DECETET AND INVESTIGATOR ON HON.SEN. MACCLELLANS LABBOR RACKETT BUSTING COMMITTEE.

YOU DID A MASTERS JOB AT FLECHING AND PILFERING THE MAIL TO RAILROAD YOUR POOR BROTHER INTO THE WHITEHOUSE AND YOUR FAMILY INTO POLITICS---AND YOURSELF TO A POSITION OF GREAT POWER.

(ACT) # 1) FROM THE WHITEHOUSE MR.JOHN AND HIS FIRST LADY HEADED TO CARACAS TO PULL OFF A POLITICAL CAN CAN THAT LEFT YOUR FATHER A DEMOCRAT SPEECHLESS.

(ACT# 2) YOU RIDDED BOTHOUR COMMON ENEMIES NAMELY CORPORATE FACISM VS COMMUNISM BY A LOWINGTHE INVASION OF CUBA AT PIGS BAY THAT DID NOT AT ANY ONE TIME HAVE A REMOTE CHANCE OF WINNING AND YOU KNEW IT. THIS NEGIGENT ACTION BROUGHT MORE SUUERING TO
THE PEOPLE OF THE NORTH AMERICAN CONTINENT SINCE THE CIVIL WAR. THEM TRACTORS, MONEY AND MEDICINE STILL HELPS THE ENEMYTHOUGH YOU ARE BUSY HOOD WINKING IN NEW YORK.

YOU DID NOT THROUGH ALL THESE YEARS ASK THE FIFTH WHEEL (DAVE BECK) A SINGLE QUESTION ABOUT HIS CONSPIRACIES WITH THE MILK, MONOPLY, THE PAPER BOTTLE PEOPLE AND LOBBIST ACROSS THIS NATION. THIS PLANNED ACTION STARTED WITH THE FIFTH WHEEL AND BEGAN TO END LAST WEEK WHEN THE GOVERNMENT ORDERED FORMOST DAIRIESTO SEND 20 MILLION DOLLARS WORTH OF THEIR LOOT.
THIS NO KENNEDYACTION AIDED CORPORATE FACISM IMMENSELY.GROSSLY.

(ACT 3) YOUR RAILROADING THE KENNEDY FAMILY INTO POLITICS BROUGHT YOUR OWN BROTHER INTO THE RIFLE SIGHTS OF OSWALD. YOU MIGHT JUST AS WELL HOLD MR. JONES HEAD WHILE OSWALD DRILLED A HOLE IN IT WITH A JACKHAMMAR.

(ACT4) THE KENNEDY CHARM WON FLECHING MAIL ALSO WON A BROKEN BACK FOR ANOTHER BROTHER NAMED TED. I MAKE THESE THINGS CLEAR BECAUSE YOU SEEM POLITICALLY DRUNK OR TO HAVE BEEN SNIFFING ARRO
PLANE GLUE CERTAINLY NO MAN IN CONTROL OFHIMSELF WOULD PULL OFF SUCH POLITICAL CAPERS.

(ACT5) YOU SCHISMED MY ZIPPER AND BRAN PROGRAM WITH A DAMN THING YOU CALL THE PEACE CORP AND GOT 27 PRIEST AND 2 NUNS EATEN BY CANNIBALS.

(ACT6) WORST OF ALL YOU KENNEDYS DEMANDED THE WORKING POPULT-- TO SHARE HALF THEIR JOBS WITH THE NEGRO AND THE HALF WITH AUTOMATION WITH FULL KNOWLEDGE % OF THE WORLD OVER IS RACE PREJUDICED AND NONE ON A NATIONAL BASIS LIKE THE NEGRO.

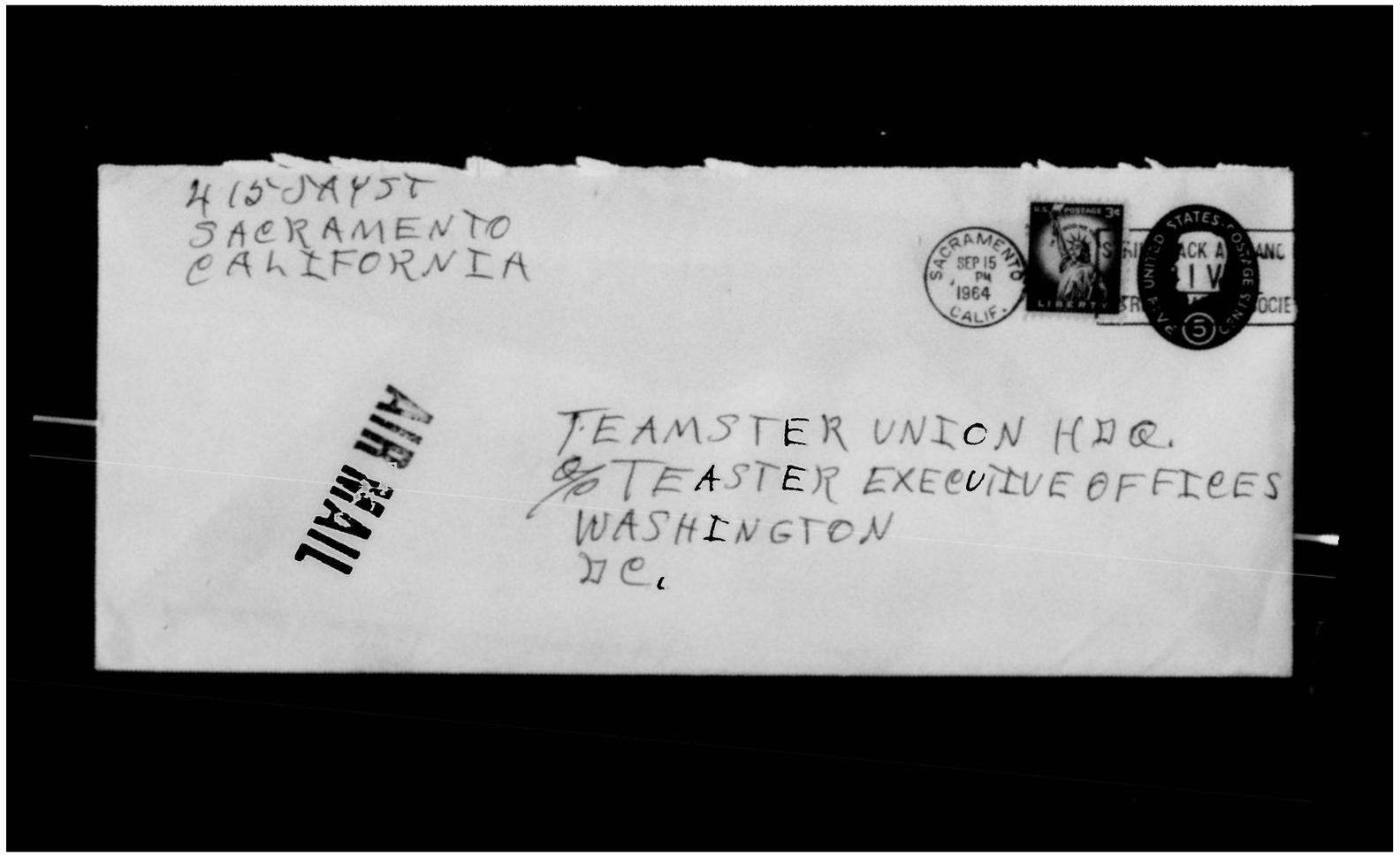
(ACT#7) YOU REFUSED A GOOD FARM PROGRAM THAT WOULD HAVE HELPED THE NEGRO. YOU REFUSED TO AUTOMAION LEGISLATION THAT WOULD HELPED THE WORKING POPULATION IN SHARING THEIRJOB.

(ACT#8) you SCHISMED THE HOSPITALIZATION PLAN I SPENTROM
CANADA 50 0 DOLLARS DAPERSOADIERSOBENDFIYSURLCORPORATE FROSCETUDDIES WOULD BE B PEKPARE SUCH A PLAN.

SIGNED Gilbert Frazier

BEATING AND HE OWS

I BELIEVE I CAN SELL A WINNING ~~TO~~ FOR
AS YOU KNOW I DO NOT MESS WITH LITTLE
STUFF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ADMINISTRATIVE FILE
Frazier Prescription
Hearing Instrument Co.
X Frazier, George E.

May 17, 1963

Mr. George E. Frasier, Otometrist
Frasier Presceiption Hearing Instrument Co.
570 Fifth Avenue
New York 36, New York

Dear Mr. Frasier:

Thank you for your letter of May 16th discussing the problems of impaired haaring.

Unfortunately, this office does not administer any welfare programs which would use your facilities, and we are, tharefore, unable to be of any service to you.

If you are interested in pursuing it further on a local level, I would refer you to our Vice President and head of Joint Council No. 16 covering the New York area, John O'Rourke, 265 West 14th Street, New York, who may find your propoaal of interest.

Very truly youre,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
cc: John O'Rourke

FRAZIER PRESCRIPTION HEARING INSTRUMENT CO.

570 Fifth Avenue, New York 36, New York

Director of Professional Relations
George E. Frazier

Board of Professional Advisors
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Raymond C. Hoos, M.D.
Wm. R. Hoos, M.D.
I. L. Hammerschlag, M.D.
Hiram Symons, M.D.
John A. Trayne, M.D.
Mrs. G. Pellegrino, M.A.
Merle Day, Ph.D.

Offices
212 Circle 6-8773
516 IVanhoe 1-7900
516 IVanhoe 5-3264
516 EDgewood 4-3340
914 WOodbine 7-1339

May 16, 1963

Mr. James R. Hoffa, President
International Brotherhood of Teamster's Union
Washington, D. C.

Dear Mr. Hoffa:

I had the occasion to conduct a hearing evaluation for Mr. Frank Riccardi, the father of a Mr. Riccardi, Union organizer. During our conversation it came out that you may be interested in arranging for prescription hearing under the provisions of your new welfare program for union members.

As you may know, hearing impairments rank first as a disabling, and handicapping physical condition in America. It is not often mentioned, but there are four to five times as many hearing defects as there are visual defects. Certainly-it would follow that you would want to provide the best hearing instrumentation possible for your membership. Certainly—your program would not be complete unless you provided for prosthetic enhancement of residual hearing.

There are two approaches to hearing problems, not correctable by surgery——1) The merchandising approach, whereby people respond to an advertisement citing invisibility, etc. and are thereupon sold a conventional, mass-produced hearing aid and 2) Hard of hearing people are referred by an Otologist to an otometrist who prescribes, manufactures, and fits a prescription hearing instrument with the same exactness as a prescription lens is prepared for defective vision. The cost, strangely enough, is often less than many of the mass-produced varieties of hearing aids.

I am enclosing two articles which describe the scientific progress which could be made available to your membership on a mutually beneficial basis. It is my understanding that your New York membership(locals) are autonomous and would not necessarily adopt any program which the International recommended. I hope this is untrue, because in this Metropolitan area there is a greater need for our services than in any other area in the United States. The more congested and industrialized areas always have a much higher percentage of inoperable hearing problems.

Otometric Services offered • prescription hearing instrumentation • rehabilitation programs • auditory training • speech therapy • group therapy • lecturing on deafness and prosthetic enhancement of residual hearing.

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Mr. James R. Hoffa Page Two May 16, 1963

There is much to know about hearing problems—I would be happy to supply you with any amount of information on any facet of the problems created by poor hearing. We all take good hearing for granted—and we seldom give any thought to the problems imposed on those who try futily to cope with defective hearing. I would be just as ignorant on the subject of deafness as anyone had I not lived with three generations of deafness in my own family.

If I accomplished nothing more than to bring to your attention that deafness is a more isolating problem than defective vision, I will consider the time well spent in writing this letter.

If my letter elicited sufficient interest on your part, I will be happy to drive to Washington anytime to discuss the matter with you in person. Your membership deserves the best.

Yours very truly,

George E. Frazier
Otometrist

GEF:mnb
Enc. Articles

Otometric Services offered • prescription hearing instrumentation • rehabilitation programs • auditory training • speech therapy • group therapy • lecturing on deafness and prosthetic enhancement of residual hearing.

REPRINT FROM FRAZIER PRESCRIPTION HEARING INSTRUMENT COMPANY NEWSLETTER TO PHYSICIANS (Copyright 1967 — George A. Frazier). Reprints available upon request.

"Should The Deaf Stay Deaf?"

A preposterous question from one member of the medical profession to his colleagues? Every day innumerable physicians in all specialties sidestep, ignore, or overlook opportunities to direct a patient to a competent hearing instrument dispenser.

There are many of us who have exhausted medical avenues to correct a hearing defect and then left the patient to his own devices. Perhaps we should better understand the true nature of hearing impairments, including the psychosomatic aspects of hearing difficulties and the distressing limitations which poor hearing imposes on our patients. I suggest that we become much better acquainted with those who prescribe and fit hearing instruments. We must no longer disclaim or ignore the progress and determined endeavors of a comparatively small group of semi-professional people called Otometrists.

We may tell ourselves that we are not concerned with artificial methods of correcting or rehabilitating hearing disorders, and we may be able to live comfortably with this attitude — until we must face patients and tell them there is no further medical help available or possible. It is then — that delay provokes or causes divorces, loss of jobs, inability to cope with our oral society, the disgrace of poor grades in school, speech defects, despair, and utter loneliness. It is then that we are compelled to provide something more concrete than consolation.

It is perfectly true that we have not thought our way into the problems of the deafened; otherwise, many of us would have developed a constructive course of action. Helen Keller and others who are both sightless and deaf say that they would much prefer to have their hearing restored if they were given a choice between eyesight and hearing. How frustrating and maddening it must be to be in the company of men and yet be apart from their intellectual and emotional companionship! Should the deaf stay in the glass box of deafness? I think not!

How do we, as physicians, know the difference between a fine hearing instrument and a mere hearing aid? Let us face another obvious fact — we have no professional criteri-

on! Some of us make the mistake of assuming that all nationally advertised brands will correct a hearing problem as well as can be expected. After a good number of years of research on the merits of hearing aids, the competency of hearing aid dealers, and follow-up studies, I can assure you that we have much to learn about qualitative approaches to the prosthetic enhancement of residual hearing.

Throughout my practice, patients have complained about the poor quality of their hearing aids. Actually, they are objecting to the internal mechanical noises generated by most hearing aids. After more research, I found my patients were speaking of excessive distortion of various types. High distortion hearing devices do make it possible to hear sounds more loudly, but clarity and comfort are impossible. If my patients must penetrate a screen of mechanical noise and unrelated sounds all day long to hear spoken words, then would it not follow that fatigue, strain, and cochlear discomfort (disaccommodation) would continually work against satisfaction? And what of the proper conservation and utilization of residual hearing?

What does lack of distortion really mean to the patient? Low distortion in a hearing instrument would seem to mean "faithful reproduction of sound." Why should our patients have to re-learn language in order to get a modicum of satisfaction from a hearing aid? Fortunately, I have discovered there are a few companies which place great emphasis on research and acoustical perfection to produce the cleanest sound possible.

Some ten years ago, an outstanding nuclear physicist, Dr. John A. Victoreen, became interested in the problems of the deafened through a physician friend who needed a good hearing instrument to continue his practice. Since then, Doctor Victoreen has studied, worked, written and lectured on acoustics, hearing instruments, methods of prescribing and fitting hearing instruments, and measuring hearing. Recently, Doctor Victoreen stated: "When you buy a hearing instrument you are not just buying loudness. The poorest instrument may sound the loudest. Audible loudness and visual brightness are somewhat similar in effect. If your eyesight is poor, increasing the light on the subject is usually not enough. Magnifying or amplifying sound is useful only if it reproduces sounds in natural proportion, to one another. You will be hearing THROUGH your hearing instrument. The instrument should not have an obvious de-

fect that you can hear and it is equally necessary to be certain that it does not have many small defects which are not individually noticeable but which, when added together, may produce undesirable side noises."

Unfortunately, hearing aid companies must advertise in order to survive. The Federal Trades Commission has cited many of the so-called "better companies" innumerable times in recent years for flagrant misrepresentation and gimmick advertising. Most hearing aid sales these days are consummated by direct sales personnel, either in the home or in a commercial office. If all hearing aid salesmen were competent and empathetic, no one would have any quarrel with advertising for hard of hearing prospects, and eventually selling and fitting them with a hearing device.

The Kefauver committee, which completed an investigation of the hearing aid industry last year, informs us that this 40 million dollar gross product industry excited more complaints than many of the major industries combined. This possibly accounts for the fact that most physicians are reluctant to make referrals to a dealer in conventional, mass-produced hearing aids. Many sources state that most people who buy a hearing aid over the counter fail miserably; and that if they succeed in wearing the device, it is not because of what was done for them, but in spite of it.

Considering these facts of recent history in this field, I welcome the emerging profession of otometry — which makes it possible for hearing instruments to be built according to exacting scientific specifications. There are many companies who claim to build instruments according to prescription, but few who do. The terminology 'prescription-fitting' has been used for many years by many hearing aid companies; they infer, or imply that the instrument is built for the person — whereas, the instrument is taken from a shelf and somewhat knowledgeably applied to an impaired ear. An audiogram indicating the patient's hearing loss — is the final and only criterion for which instrument should be selected. Applying the laws of physics, we find that fitting a patient with a conventional hearing aid, with or without internal adjustments, according to audiometric findings — is often the reverse of what should have been done. Prescription-building should take into account audiometric values, but should not base performance characteristics and requirements of a prescription instrument on such values

alone. The success of prescription-building is based on the proper evaluation of the entire residual hearing range.

Better quality hearing instruments, particularly those manufactured to prescription requirements produce less strain in listening, therefore less fatigue. How can we, as Otologists, properly evaluate the merits of 50 or more U. S.-produced hearing devices available today?

First, I recommend that we avail ourselves of the regular reports of the American Bureau of Standards, the Naval Research Laboratories, and certainly independent test facilities to determine which instruments best serve the needs of our patients. I further suggest that physicians request prescription procedure on all referrals, i.e., a copy of hearing instrument performance for each ear, including harmonic distortion rating, together with a proper hearing evaluation and audiometric test. Otometrists do this automatically.

Once we have determined the best prescription procedure for the correction and rehabilitation of a patient's hearing problem, we must take into consideration the human element. Hearing instrument dispensers (otometrists) must be well-trained in the anatomy of the ear, psychosomatic aspects of hearing defects, sociological ramifications of hearing loss, and vocational limitations of the deafened. As I understand otometry, it is concerned with the science of relating sound to the human ear and the prescribing, manufacturing, and fitting of hearing instruments according to exacting specifications. Moreover, it further concerns the rehabilitation of hearing problems, including group therapy, and the scientific measurement of hearing loss and the evaluation of residual hearing. As a semi-professional activity, it has been long over-due in emerging from the embryonic stage. Otometrists seem to prefer the dispensing of Vicon instruments, manufactured in Colorado Springs, Colorado.

Now that the guesswork can be eliminated from the fitting of hearing instruments, we should act with professional courage by promptly referring patients who have been unknowingly depriving themselves by deferring or avoiding action. If we do not make prompt referrals our patients may, in desperation, turn to an unskilled hearing aid salesman who might pressure them into buying a hearing device not adaptable to their individual requirements — thereby further damaging their abilities, morale, and desire to communicate. Or — they may prefer to stay deaf.

FRAZIER PRESCRIPTION
HEARING INSTRUMENT CO., INC.
570 Fifth Avenue
New York 36, N. Y.

Reprinted from
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December, 1956, Volume XXI, Number 1

"If You Have Been Told You Need A Hearing Instrument—"

(The following letter is sent by Dr. John A. Victoreen of Colorado Springs, Colorado to his friends requesting information on the subject. We are publishing it because we think it is a timely, accurate approach to a difficult subject—Ed.)

Dear Friend:

If you have been told you need a hearing instrument, there are a number of things you should know about the subject. If you are like most people you haven't given much thought to how you hear and what actually happens when deafness occurs. You are going to run into many conflicting opinions.

You are about to purchase something that is necessary and valuable and it is important to understand what you are going to get for your money. You will find it helpful to think carefully about the difference between the words "hearing," "listening," and "understanding." One may hear enough to understand, but listening may be difficult.

Some people believe that if you are only slightly hard of hearing, you need only a small and inexpensive hearing aid. This is not quite so. Preserving your remaining hearing and reducing nervous strain is important. If your need for eyeglasses were slight, you wouldn't buy a poor quality pair of glasses. Your ears, like your eyes, should have the very best you can afford. Your hearing affects everything you do—how you react and feel about the world around you, and how everyone else feels about you.

Regardless of your type of loss, you need the finest hearing instrument, not simply an aid to hearing. Sher-

Printed in U.S.A.

lock Holmes' magnifying glass is an aid to seeing but is hardly a substitute for a pair of precision fitted eyeglass lenses. It is not sufficient to magnify or amplify a small part of anything at one time. Comfort requires that a thing to be seen or heard properly must be magnified or amplified completely. If a part is missing, extra effort is required for recognition or understanding.

When you buy a hearing instrument you are not just buying loudness. The poorest instrument may sound the loudest. Audible loudness and visual brightness are somewhat similar in effect. If your sight is poor, increasing the light on the subject is usually not enough.

Magnifying or amplifying sound is useful only if it reproduces sounds in natural proportion to each other. You will hear through your hearing instrument. The instrument should not have an obvious defect that you can hear and it is equally necessary to be certain that it does not have many small defects which are not individually noticeable but which, when added together, may produce undesirable side effects.

A small spot or scratch on a spectacle lens is extremely annoying. This is not so much because it hides what is to be seen but because it is a distraction requiring much of your effort to ignore. The main difference between fine lenses in eyeglasses and poor ones is in the ease and comfort and relaxation which exists when you are looking. The difference between a fine and a poor hearing instrument may be described in the same way.

Two hearing instruments may sound equally loud to you and may permit the understanding of a conversation, but the better quality one produces less strain of listening and therefore less tiredness at the end of the day.

You may not be able to tell at first which instrument is the best for you. Select a hearing aid specialist who is respected in his community and let him show you

the difference. Your ability to hear correctly is important to you and you need good advice. If you must shop around, look for the person you can trust, not a trade name or a particular product. The hearing aid dealers, certified hearing aid audiologists, the speech and hearing clinics, the professional audiologists and otologists should be considered as a team and the better ones work together.

Deafness may occur because, for some reason, the vibrations of your eardrum do not reach the inner ear. Such deafness is called "conductive" and is the easiest to correct. More often, loss of hearing involves the failure of the nerve endings in the inner ear to respond properly to sound impulses when received. In your case, both effects may be present and you have presumably been told that you need a hearing instrument.

Nerve deafness in the ear is similar in effect to inactive spots or scars on the retina of your eye. In each case, parts of the image are missing, and nothing which can be done to the remaining parts will replace them. It is difficult to predict or find out what effect the missing parts of the sound impulse will have upon your ability to recognize and understand what you hear.

The series of nerve fibers in your ear respond to sound impulses much like the keyboard on a piano. The low tone keys are on one end and the high tone keys on the other. A speech sound is not a single tone but is composed of a group of pulses. Every speech sound you hear, therefore, activates not one group of nerves, but several, in a manner similar to producing a chord on the piano by striking a number of keys at the same time.

In playing a piece of music, you may leave out a note here and there without it even being noticed. The same is true of speech. If, however, one discordant note is

played in music or one unusual sound is made in speech, the result is instantly distracting.

So, in a hearing instrument it is equally as important to make sure that you hear each necessary detail as it is to make sure that no unrelated sound is added.

Fine hearing instruments, like fine cameras, cost more because it is difficult to reproduce either a visual image or a sound image without distortion and blurring.

Defects in a hearing instrument are more objectionable when hearing loss is slight because hearing is still good enough to notice these defects. When any loss exists it becomes important to reduce ear strain as much as possible in order to preserve all hearing that is left. A high quality instrument is more likely to preserve your residual hearing better than a poor one and to produce less nervous irritability.

A poor quality instrument often has internally generated "echoes" which are excited (like the ringing of a bell) whenever large sounds are encountered. These "echoes" repeatedly attack the nerves of the inner ear with useless noise. It is possible for a hearing aid to produce "occupational" deafness. Merely working in a place where the sound level of certain sounds is too high has been shown by many reports to eventually impair hearing. Wearing a hearing aid having too high a sound pressure for certain sounds repeatedly generated within it may eventually further impair your hearing in the same way.

All electrical hearing devices produce some internal noise and produce internally generated unrelated sound when they are overloaded. One of the main differences between an "aid" and an instrument is that in the better instrument every effort is made to prevent overloading.

In the absence of any other facts, the best single

clue to the performance of a hearing instrument is the size of the battery it contains. Large sounds require considerable power to reproduce. If the sound received by the instrument cannot be reproduced by it, overloading, distortion and noise result. The smaller the battery, the smaller the sound handling ability of the instrument can be expected to be.

In hearing aids having small batteries it is not the loss of large sounds that is objectionable. It is the noise and distortion and ringing which result when overloading occurs because the instrument cannot handle them.

Understanding what you hear requires brain effort and is the direct result of a learning process. When you listen to a Frenchman or a Chinese speak a sentence of identical and familiar meaning, it seems impossible to you that to each it means the same. Removing or altering some of the sounds of words, as happens in deafness, has the effect of producing a foreign accent and makes little difference until the number of sounds left out is sufficient to require some guessing as to which sound was meant. An individual becomes educated to the peculiarities of hearing with a certain hearing instrument or of trying to hear without an instrument. After a period of time it is very difficult if not impossible for such an individual to quickly recognize a better instrument when it is tried. It takes a little time for re-education. At least a few hours are needed and preferably a few days or more. A good hearing instrument may restore sounds to hearing which have been completely forgotten or that you may never have heard before.

The fact that you can learn to live with a particular hearing instrument is not sufficient reason to do it. In purchasing an instrument it is very important to be sure that in spending the money and effort for re-learning that you obtain an instrument which restores all sounds which

need to be heard, and which does not add sounds which require constant effort to ignore.

Purchase through a reputable dealer and let him show you the difference. Let him tell you what you ought to have before you decide what type of instrument you intend to purchase. Just because Dr. Jones likes the kind of hearing instrument he is wearing is not sufficient reason for you to get the same thing. You wouldn't insist on the same eyeglass lens prescription required for his particular need. Select your hearing aid specialist with reasonable care, as you did your doctor, and be guided by his experience. You will need his services from time to time.

Hearing and speech are inseparable because hearing loss impairs speech. Your ability to speak properly is important to you. The kind of hearing instrument you are about to buy will ultimately determine how your voice will sound to others.

Don't buy a hearing instrument by its "tone." A good hearing instrument is "toneless." In other words, it is carefully designed to reproduce all tones alike in the ear canal and not to accentuate any particular ones unless there is a good reason for doing so, and then only in a limited manner.

Good hearing instruments contain adjustments which permit certain alteration of characteristics to provide best hearing for an individual. These adjustments do make a difference in the impression of "tone" but this is not the reason they are made. They are made to improve the clarity of hearing and if they are not made properly the clarity of speech eventually suffers.

Perhaps this is the difference between a hearing aid and a hearing instrument. A hearing aid is picked by an individual to temporarily help him to hear, while a hear-

ing instrument is fitted or prescribed in an attempt to prevent further difficulty. Unfortunately, you, the deafened individual, are not in an ideal position to determine what is best.

Hearing with two ears is much better than hearing with one for many reasons, the most important reason being that it greatly reduces tension or nervous fatigue. Two ears are required for locating ability, without which it becomes difficult or impossible to separate the voices of two persons speaking at the same time. Aside from the practical need for locating the source of sound, the use of two ears will increase your feeling of security.

If your deafness exists in both ears you should have a stereophonic instrument, which is a unit containing two separate hearing instruments, one for each ear.

There is a tendency to believe that modern scientific miracles have made it possible to place a perfect instrument in an invisibly small space. If this were true there would be no larger instruments available.

Don't let vanity influence your choice of a hearing instrument. Everyone expects you to wear a hearing instrument if you need one, and no one would advise against it. Wearing a hearing instrument shows that you are considerate of others. If you need one and don't wear one they will wonder why.

Don't let vanity direct your purchase, or you will get a hearing aid instead of a hearing instrument. Some people think that all hearing instruments are alike and that one is as good as another. It is no more true in this field than in any other. You get exactly what you pay for, you will be told, but this is only half the truth. Naturally, the best instruments cost more than the poorer aids, but even the best is worthless unless it is the proper model for your particular need.

DORSEY, HAIGHT & HOLLAND
COUNSELORS AT LAW
802 Northern Life Tower
SEATTLE 1
Elliott 1060

W. J. B. DORSEY
G. P. HAIGHT
SHIRLEY N. HOLLAND

File

September 17, 1953

Mr. Dave Beck
Jefferson Hotel
St. Louis, Missouri

Dear Dave:

Will you read this letter and I will call you in a day or so and discuss with you what I have in mind in connection with it.

The first paragraph of Bill Street's letter contained the following sentence, which I asked him to eliminate if I am going to forward this letter to anyone else after you and I discuss it:

> 'It seems to me we are losing a relationship based on reason and having instead a relationship based on force and resistance.'

Sincerely,

Eli

ADMINISTRATIVE FILES
Frank A. Nelson
x Street, William S.
x Dorsey, Eli

FREDERICK & NELSON

A DIVISION OF MARSHALL FIELD & COMPANY

SEATTLE 11

William S. Street
PRESIDENT AND GENERAL MANAGER

September 17, 1953

Mr. Eli E. Dorsey
802 Northern Life Tower
Seattle 1, Washington

Dear Eli:

In the past few years we have had many conversations about our business problems, and our relationships with our employees and our unions. Needless to say, I have been quite concerned with the trend our labor relations is taking at the present. It seems to me we are in danger of jeopardizing our relationship through a lack of time and opportunity to convey a suitable understanding of our industries' problems.

Now, we of course are not so spineless as to be afraid of strike threats. As the custodian of the stockholders' investment we can decide to risk their holdings, the same as labor can risk the incomes of their members and our employees. However, I consider my responsibility one of trying to avoid fruitless strikes that never really benefit anyone, and want to believe that others take the same approach.

The unions might be surprised to know that the greatest satisfaction this management gets out of running a business today — at least, it's the way I feel — is to see our employees grow and prosper. Obviously, the only way that can be achieved is that the business grows and prospers.

It is also true that the union in prodding us keeps management on its toes and makes us work harder to meet

union demands, if we can, and still satisfy our customers with our assortments and our service and our prices and satisfy our stockholders with a reasonable return on their investment.

But if any one of these factors -- cost, consumer practices or profits -- gets too far out of line then something else important suffers. In fact, everyone suffers -- the employees, the employer, the customer and the union. For example, if we squeeze customer services to create temporary profits, customers will leave us to go elsewhere. If we reduce customer services to create more wages, customers will leave us just as quickly.

The customer doesn't care. From us she wants broad merchandise assortments, good service and plenty of it and she wants to pay us no more than she pays elsewhere. The only way we can continue to meet the continuing demands of the unions is that the business will produce more. In other words, we will sell more.

The retail department store is in probably the most competitive field of any line of business one can think of. First of all, it competes not alone with all other stores downtown but with every retail establishment in the area -- from the little family store in the corner neighborhood on up to the larger shopping centers. There must be thousands of these stores in this area.

The retail department store in downtown Seattle today is in a fight for sales. It's a fight against specialization such as the chains -- Learners, Lands, Robert Hall, etc -- on the one hand, and decentralization (convenience of location and parking) on the other hand.

A great number of these other stores do not do business on the service basis. They make no deliveries without charge (therefore, they make very few); they have no charge accounts and therefore, their office help is limited in number. Many of the small stores downtown do little advertising. They pay high rents to landlords and they

rely rather heavily on downtown traffic much of which the department stores' advertising and merchandise assortments have developed.

What I am trying to get over is that all business conditions of downtown Seattle rely heavily on department store success. Every business is stimulated if we continue to attract customers to the downtown.

This is good for labor in every way -- the numbers of union members and any increase in wages come only from profitable businesses.

Now, however, if we find that Union demands cause cost increases that make profit possibilities unsatisfactory or remote, then are we to cut customer services or continue to constantly earn less profits? (as has been the case every year for the last several, including 1953 thus far).

Obviously, we can't exist without profits -- not for any length of time.

If we have to earn less and less profits each year, then the only plan left is to reduce customer services, or employee benefits, now given but not contracted for, along with reducing employment.

When we start to reduce customer services, where shall we begin?

Shall we charge for deliveries, and thereby have less, and drive more customers out of the downtown? Shall we charge for gift boxes, eliminate charge accounts, not keep our store quite so clean and well displayed?

All this means a substantial reduction of the number of people we employ, and the encouraging of the customer to take her business to the suburbs. Is that good for labor? Is that good for the teamsters?

By its nature and its competition the retail department store cannot be dealt with as a manufacturing concern, or a self-help chain store. Its very core of existence is to sell the customer, not only good merchandise at a competitive price, but to sell it to her the way she wants it, including at the time she prefers to buy, which means at night if that is what she wants; to sell her the merchandise with a friendliness that comes from knowing that the store will back up the salesperson and will "give the lady what she wants". Therefore, we cannot be tied up with such rigidities of operation that prevent our meeting customer demands as they occur, nor can we pay excessive penalties to be in that position.

Such a relationship between employee and management to do all this has been developed by extensive meetings, training programs, extra benefits that appeal to women, continuous uninterrupted employment, and which, when all put together, make very substantial additional costs for our business, above other industries; but also make the store a more desirable place in which to work.

The evidence ot that fact is the number of people in our employ who have been here for many, many years.

What I'm pointing up here is the thought that I would like to feel that labor has some understanding of our business, both how it differs from other business as well as how it is similar.

I think our retail industry working conditions must be taken as a whole in union negotiations. Just because a hotel, which serves liquor in its restaurant and three meals a day can afford to pay X in wages is no reason we can in our restaurant, serving only one meal a day. Our payments in wages and benfits, and working conditions, will most frequently amount to more than the employee could get from a hotel. As long as we can keep it that way, we want to. But if we find ourselves negotiated into the position of

meeting every concession elsewhere, plus giving benefits beyond these other industries with whom we are compared, then what shall we do? Increase losses, already large, as in the tea room? Take away employee benefits? Raise prices to the customer to the point where she doesn't patronize us? Or just quit and close up?

Why can't the employees be given the opportunity to appraise our whole working conditions against those elsewhere? We have probably been wrong in not pointing this out to our employees before. You have pointed these conditions out to unions. I understand their answer is to take away the benefits, that they didn't care. Well, that time is about here. We may have to present our package of wages and working conditions and benefits to our employees as against union demands and let the employees choose. We may now have to take away benefits unless we can prevail upon union leadership to be reasonable right now.

Why do I say right now? If our union friends are looking at sales reports they will see that the trend is no longer up, but is down. In the past we have been able to meet wage demands and still maintain reasonable profits for two reasons. First, prices were increasing, thus increasing dollar gross margin; second, sales were increasing thereby adding more dollars with which to pay costs. Everything else was going up, during this inflationary period, the supplies we buy, the taxes, the utilities, etc. and they are still up. So are wages. All lately have tended to rise faster than sales and margins. I don't know what's ahead but there is every indication that sales are receding and cost of living (prices) are stabilizing.

If costs go up further than we will be obliged to economize. The only way we can do so is first, to reduce employees; second, to reduce non-contractual benefits to employees; lastly, to reduce customer services.

In falling sales the profit reduction is usually drastic and always takes place.

Now as to Frederick & Nelson, we may be in a rather different situation from some stores. Our costs, of course, are very high because of increased building costs, taxes, insurance, depreciation, etc. In addition, we have increased our number of employees by several hundred, frankly,at a faster rate than sales have come. Our payroll for 1952 over 1949 is up $2,000,000 --(more union members promotad by our own expansion).

This is because of the 50% increased area to be manned. I don't regret the expansion. I think it will pay out sometime.

Another point, if we are to continue to expand in this area, and provide more jobs for a growing population, our earnings must be enough to induce people to put their money into our business, either by buying our stock or lending us money. I wonder if any of our union friends would buy Marshall Field stock today in view of its earnings records of the last few years? But right now, in these times, I hope we and other downtown stores will be given consideration for the problems we have.

Of all the unions whose employees have the greatest stake in maintaining good, active, dynamic competitive downtown stores, those unions under Teamster leadership have the most to gain or loss.

The other day a group of us were receiving the results of several days analysis of our costs, with the idea of getting them closer in line with sales. We then brought up the latest increases in wage costs we face. They are much more than we had been able to effect in economies up to that moment.

One of my colleagues on hearing the news asked where will it end? I had no answer. I'm not sure the demands should ever end. I am sure though that they should be more nearly tailored to our problems, that they should be in keeping

with general conditions of sales and prices. I also think they should be made with the long view ahead. After all, as Dave Beck said, "you can't get good wages out of a bankrupt business!" I'd like to be sure we never are bankrupt! I'd also like to continue to give our employees everything we can and still treat our customers and stockholders fairly. If the present trend of profits continues, our business will be losing money before long.

Where do we go, Eli?

Sincerely,

Bill

ADMINISTRATIVE FILE

Fredericks, Barry L.

X

X

April 28, 1960

DATE

Office of the General President

To: Mr. William Bufalino

From: Mr. Joseph Konowe

Re: Barry L. [redacted]

The attached for your reply...

Joseph Konowe,
Administrative Assistant
to the
General President

ADMINISTRATIVE FILE
Freedom Films

FREEDOM FILMS

June 23, 1961

Mr. Ralph Clare
Studio Transportation Drivers
6700 Melrose Avenue
Hollywood 38, California

Dear Ralph:

Enclosed herewith is a memorandum covering the ideas we discussed with both Mr. Harold Gibbons and Mr. Einar Mohn.

In addition it occurs to me that the area of mutually sponsored films might well be explored - specifically, a labor-management film co-sponsored and presented by both the Brotherhood and the ATA for instance, or specific employers.

The mutual benefits are immediately obvious and would score a solid 'first' in the field.

With best wishes for a most successful trip and warm personal regards, I am,

Sincerely,

MARTIN H. LANCER
Executive Producer

MHL:rc
enc:Memo

Goldwyn Studios · 1041 N. Formosa · Hollywood 46 · California
Hollywood 7-5111 · 9-5400

FREEDOM FILMS

MEMORANDUM RE : Public Service Television Filmspots

Over the past ten years FREEDOM FILMS has produced over one-hundred television filmspots which have received national distribution, both network and independent.

These filmspots have even been incorporated into prime-time network shows and major presentations - priceless exposure in terms of millions of viewers - at no distribution costs to the sponsors.

There is no more effective channel in which to convey a message in terms of 'public interest'...

There is no more economical media with guaranteed reception, not even pamphlets...

* * * *

It is suggested that a minimum trial package of such television public service filmspots be produced to include -

a. FIVE - Twenty-Second Filmspots

b. FIVE - One-Minute Filmspots

c. ONE - Three-Minute Trailer

Each filmspot will dramatically portray an emergency confronting the viewer - and the friendly Teamster 'voice-over' Narrator's life-saving suggestion for each.

Each will end with both AUDIO and VIDEO identification of the International Brotherhood's contribution of life-saving public service. Individual Teamster area or Local identification is possible if, and where desired.

* * * *

Goldwyn Studios · 1041 N. Formosa · Hollywood 46 · California
Hollywood 7-5111 · 9-5400

FREEDOM FILMS

Goldwyn Studios · Hollywood 46, California

MEMORANDUM RE : Public Service Television Filmspots

The content of each filmspot will range from proper procedure in event of sudden blow-outs (dramatically presented in audio-video) --
to reminders of safety observance in the vicinity of schools (warmly and emotionally depicted with the friendly good-neighbor Teamster 'on the job'!).

We are not 'guessing' --
We are not 'forecasting' --
We are not 'selling' --

Ten years of experience and testimonials from sponsors, as well as the sponsors themselves, speaks for us.

In no other way can as many millions of people be reached, or for so little, or so effectively --

The proposed budget for the complete program can be compared with 'over-the-counter' costs of minute filmspots to agencies and clients you know...

$31,250.

This will include distribution of each filmspot on a reel, in a carton as directed, less postage, to television stations of our selection - or yours.

We know you know this means our usual professional production criteria under our union contracts.

FREEDOM FILMS

MEMORANDUM RE : Mutualy-Sponsored Public Service Programs

You know and we know that 'prime-time' programming is not and will not be availsble to public-service programs.

You know and we know that an absolute minimum of any time on national networks is available for public-service programs.

Because of that, only the best, most professionally produced, genuinely effective public service films are selected by the networks. Each one of these can reach more people, more effectively than any other form of communication.

Besides the networks, trade journals or the FCC can show how many regional and independent television channels are reaching millions - and in selected vital areas.

* * * *

We propose a series of documentary 'public-service' films, in full-color live-sound and scored-music...

Each on its own merit of production and entertainment value assured of distribution...

Each to be Co-Sponsored by the International Brotherhood and an Association - or associations - of Management, splitting production costs.

It has worked before. We have done it. Our Labor film carrying a specific Union 'pitch' was enthusiastically accepted by Management - even being shown on Company time at Company expense!

* * * *

Of course these full-color films feature Teamsters... teamsters serving their employers, their community, the nation.

No other media can so quickly or so dramatically convey the image of the Teamster and his International Brotherhood!

* * * *

Goldwyn Studios · 1041 N. Formosa · Hollywood 46 · California
Hollywood 7-5111 · 9-5400

ADMINISTRATIVE FILE
Freeman, Arthur L.
X
X

April 27, 1960

Mr. Frank E. Fitzsimmons,
Secretary-Treasurer
Michigan Conference of Teamsters
2741 Trumbull Avenue
Detroit 16, Michigan

Dear Fitz:

The attached communication from Arthur L. Freeman I am sending for your information.

Fraternally yours,

James R. Hoffa
General President

JRH/js
Encl.

ADMINISTRATIVE FILE
Freeman, Edward
X
X

August 4, 1959

Mr. Jack Goldberger, Special Organizer
International Brotherhood of Teamsters
240 Second Street
San Francisco 4, California

Dear Sir and Brother:

Attached is a copy of a letter received in this office from Edward Freeman.

This is being forwarded to you for handling.

Fraternally yours,

James R. Hoffa
General President

JRH/yk
Enc.

18

JAMES R. HOFFA
General Presidant
Int. Bro. of Teamsters
Washington D.C.

2739 North Chico Av.
So. El Monte, Calif.
July 28, 1959

Dear Sir:

About six months ago I visited Governor Brown for the purpose of designating a spacial day nonoring Union Labor. All my people, like your people have been members of organized labor since the day begun. I,too, have a few scars to proove the genuiness of my feelings toward organized Labor. However, I admit. no one/the scene today can possibly compere with the tremendous roll which you are filling today.

I am not a Teamster altho my neighbor does let me read the Teamster each month. I am a member of the United Association and like members of a great many diferent Internationals I only wish to god that some more so-called Labor leaders poassesed half your courage, half your intelligence and just 1/10 of your amazing ability.

It is men like you who renews the sagging spirit and makes us, once again, fight for what we think is ours. For awhile I had begun to think that Labor had gone down the drain because all our leaders had begun to fold. I am proud of you and I'm grateful for what you have done for the Laboring Movement.

It was the McClelland Committee which gave birth to the UNION DAY idea,and it was your amazing ability to fight back which made me carry it thru. I became so tired of hearing my children coming back from Highschool assembly and repeating what the President of the Chamber of Commerce had said about Labor being responsible for all the ills infecting our nation. I asked our Governor for a day so that we,too,could attend these highschool assemblys and reaind these children of ours of the important roll played by Union Labor. I would like Union Leaders such as you to appear at these schools so that the real message of Unionism can be heard.

I need your help to put this Union Day over. It has been passed by the Central Labor Council, and it has been passed by the Federated A.F.L.&C.I.O., but I still havan't heard from the Teamsters Council. In our State The Teamsters are about the most political Potent body so naturally I want their help more than any other Union body.

I have written to the Governor four times and I believe he is interested providing Labor is behind it. State Senator Richards will support it if Union Labor supports. You are the only International President which I have faith enough to ask for support. You are the most powerful so consequently your support would be all I need.

I feel certain I can count on you, but if for some reason you can't, just tell me so, and I still will feel the same about you. Your a great guy and a damn good Union man.

Grateful and fraternally your

Edward Freeman

" RESOLUTION "
" UNION DAY "

1, WHEREAS: Union Labor has made and continuas to make an ever increasing contribution toward the very high standard of living enjoyed by all in the State od Californie; and

2, WHEREAS: There exists a great need to correct the unfavorable picture of Union Labor spread by certain anti-labor groups; and

3, WHEREAS: The presently celebrated day LABOR-DAY does not specifically represent Californie Union Labor; and

4, WHEREAS: The historic and current importance of Union Labor in our econosy is unfairly handled in our public school text books as well as most sources of public information; and

5, WHEREAS: The economic health and well-being of every citizen in our State is commensurate with that of Union Labor;

THEREFORE: Be it resolved that the Governor of the State of Californie designate October 15 to be known as " UNION DAY. "

This resolution was passed on the floor at
a regular called meeting of Local #250:
United Association of Pipefitters, Welders and
Appredices on May 15, 1959

Edward Freeman: Member Political Action Comm.

******* FACT SHEET ******

" UNION DAY "

The United effort of many and various crafts into organizing themselves into Local Unions had a tremendous ~~effect~~ social effect on every citizen in the State of California baginning from the very first group of craftmen who first organized on that important day of October 15, 1850. During this month, almost one hundred and nine years ago, a small group of printers unitad themselves into the vary first recorded Local Union in the State of California. This group of courageous workers drew up the first articles of Unionism in the city of San Francisco, California little thinking that in time this important October day would spell the beginning of many other Local Unions to where some day they would mushroon into a multitude of workers, in fact, someday gathering into Labor's fold a great many more members than people who were then residing in the State of California.

Only eighteen years later, in 1868 and through Organized Union Labor effort, the California State Legislature passed on it's floor the first EIGHT HOUR DAY.

Anotnar first by California Union Labor was the UNION LABLE which was issued free to all cigar makers who employed Union workers. Unknown to many of our own members California Union Labor has an enviable record unmatch by many other State Union organizations.

UNION LABOR IS ALWAYS FIRST in war when it comes to serving our Country.
UNION LABOR IS ALWAYS FIRST in keeping the peace.
UNION LABOR IS ALWAYS FIRST to serve those who are unable, and least able, to protect themselves.
UNION LABOR has proven, many times, that it is more than willing, even anxious, to share its hard fought gains with all the people of our State of California.

The wealth of any State does not necessarily lie burried with it's gold—The Inca Nation had more than its share of gold—the wealth of any State lies in its people, intelligent people, skilled people who create the strength of our State; and who mold the steel and fashions its buildings, But most important of all are our Union Members who still are playing a very decisive roll in forming our State's social progress.

Unquestionably Union Labor has not been fairly recognized—so consequently we raquest the day of October 15 to be known as "UNION DAY". First: as historic recognition of that first group of printers who formed the first Local Union in our State of California in the year of 1850—together with nonoring our present Union Members. Secondly: as part of our School curiculum so that our own children will know and realize that Union Labor is an assett to our State of California.

J.H.

ADMINISTRATIVE FILE

Freeman, Lionel

March 27, 1959

COPY

Mr. John Nabor
1641 S. Kingshighway
St. Louis 10, Missouri

Re: Lionel Freeman

Dear John:

See if you can do anything on the attached communication.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yk/ja
Enc.

Tuesday
March 24-59.

Dear Mr. Gibbons:

"My sister Mrs. Millard Barton wrote you some time ago to help me procure some kind of a job and you referred me to your assistant Mr. Nabor of ~~which~~ (whom) I went to see. So far I have not gotten any sort of job. Mr. Nabor is a very nice person, and due to the fact so many men are not working perhaps there hasn't been a job for me. Mr. Gibbons I have been 100% union all my working life and I have always contended (and STILL DO)

that if it weren't for the Unions, those greedy monopolistic corporations would be paying their employee's starvation wages. I am 52 years of age, single a high school graduate, I DON'T drink and am 100% physically fit. I have never been in any trouble with the law and can get good references from where I last worked, and was laid off (thru no fault of mine, of course.).

Please, Mr. Gibbons, if you possibly can, will you

please help me get even the smallest type laboring job such as a janitor's job at your headquarters here in St. Louis at 1641 So. Kingshighway Blvd. or any other kind of job. I will be very grateful to you. I have lived in St. Louis all my life. I assure you, that I am 100% dependable and a good worker. Thanking you and God bless you for your good work for the working class people. I am sincerely,

Lionel Freeman
3699 Olive Street
St. Louis 8, Mo.
PHone FR-1-6148.

P.S. - I live with my married sister.

ADMINISTRATIVE FILE
Freeman, Ted T.
X Duke, Joseph C. (Sen.)
X

August 9, 1955

Mrs. Mercelle Guiry
552 Denny Way
Seattle 9, Washington

Dear Mercie:

Herewith find a letter from Mr. Joseph C. Duke, Sergeant at Arms of the Senate, together with a communication directed to him by a Mr. Ted T. Freemen. Because it may be more convenient for Mr. Beck to dispose of this matter from his Seattle office, I am sending it along to you.

I wish I had two more weeks to spend in Seattle right now, with the good news of Betty's fine physical condition as reported by Dr. Grinstein.

I will write you at length one day soon. Meanwhile, it seems that I am still trying to acclimate myself to this fine building---such wonderful surroundings.

Love to you.

As ever,

ew
ence.

FROM THE OFFICE OF
DAVE BECK, GENERAL PRESIDENT
INTERNATIONAL BROTHERHOOD OF TEAMSTERS

JOSEPH C. DUKE

United States Senate

SERGEANT AT ARMS OF THE SENATE
WASHINGTON, D. C.

August 8, 1955

Dear Mr. Beck:

I am enclosing herewith a letter from Mr. Ted I. Freeman, formerly of Phoenix, Arizona, which is self-explanatory. I'd appreciate it if you would give him a call at your convenience.

With best regards and all good wishes

Sincerely

Joseph C. Duke

Joseph C. Duke
Sergeant at Arms

Mr. Dave Beck
President
International Teamsters Union
Louisiana Avenue & North Capitol
Washington, D. C.

Enclosure

PHONE SE. 1870
ROOM 211

NOTE: Please do

The St. Charles Hotel
NEWLY FURNISHED THROUGHOUT
THIRD AT CHERRY
SEATTLE

August 3rd, 1955

Mr. Joseph C. Duke,
Sergeant at Arms,
United States Senate

Dear Joe:-
I call you by your first name, because that is what you once asked me to do. You called me Ted.

My purpose in writing you is to ask your help in getting an interview with Dave Beck of the Teamsters Union. His home is here in Seattle, but he seems to spend most of his time in Washington and travelling about the country. He is getting to be a pretty big man in labor circles — and elsewhere. — But first, to refresh your memory, I'm the one who came to you last fall - a few days before election, and offered you, via broadcasting, a

PHONE SE. 1878

The St. Charles Hotel
NEWLY FURNISHED THROUGHOUT
THIRD AT CHERRY
SEATTLE

word I had made in behalf of Governor McFarland. The Committee, you said, didn't have the guts to run it, but I bought ten minutes myself, and it was broadcast over KOL the night before election. I tell you this only to make sure you know who I am.

Jess Brock is a major stock holder in a large apartment hotel here known as the Grosvenor House in which is located ~~and~~ a very nice restaurant and cocktail bar. This establishment went broke about 6 months ago and has never reopened. I know nothing, except from observation, about such a business, but I am certain that if it could be revived with adequate financing and under competent management and efficiently staffed, it could be made a big success.

PHONE SE. 1676

The St. Charles Hotel
NEWLY FURNISHED THROUGHOUT
THIRD AT CHERRY
SEATTLE

I have been working on it for a month, talking to everyone who's ever had anything to do with it and also sounding out the public who once patronized it.

Now, that I have finally found someone whose background qualifies them to run it and who also has some operating capital, I am about to lose out to some other interested party who seems to have an inside track with the man in charge of the leasing for the Grosvenor House.

I'm confident that if I could see and talk with Dave Beck, I could still get a hearing and maybe even yet, get the place for my client — I say client, ~~for~~ but I would hope to have a place in the running of the business myself. I feel that I would fit in well as assistant mgr. and official greeter to the patrons. That

PHONE SE. 1676

The St. Charles Hotel
NEWLY FURNISHED THROUGHOUT
THIRD AT CHERRY
SEATTLE

is important too. It may sound like a pipe dream to you (actually I am smoking my pipe now), but I think it not impossible at all. At least it is a challenge to the imagination and is pure training – even if I should fail.

If you know Mr. Beck and could arrange to have him call me ~~under~~ from Washington, if he wants to (I hope he would change it to his Washington office), or see me the next time he is here, I would be very grateful to you. It could mean a lot to me and I feel sure he would never have occasion to regret it. The man I am talking to operated a fine restaurant in Bellingham, Wash. and is now retired in Pasadena, Calif. With him participating, the Seattle First National Bank has indicated that they would

5

PHONE SE. 1876

The St. Charles Hotel
NEWLY FURNISHED THROUGHOUT
THIRD AT CHERRY
SEATTLE

help finance the project. The main name is Harry Pettyjohn, a long-time friend of Cliff Winkler, the Broadmor House's mgr. If practicable, I wish you would pass this letter on to Mr. Beck with whatever comment your acquaintance ~~would~~ with me would prompt you to make. I'm sure it would have some weight with him. I don't discount the fact that you are a pretty well known person in the capital yourself. I once dreamed of going there myself, but I am afraid it is too late in the day to attempt that long hard pull now. I'm 49 years old.

If you ever come to Seattle, I wish you would look me up. I'm planning to stay here. Thank you for your helpful cooperation

TED T. FREEMAN
Ted T. Freeman

(over)

I received your letter of
Feb. 18. thank you for answering
my inquiry

J.J.

Sunday Oct 26TH, 1958
St Louis Mo

ADMINISTRATIVE FILE
Freese, E. T.

Harold J. Gibbons.
Executive Assistant.
Teamsters Union.

Dear Sir and Brother.

Thank You for your good letter of Sept 5th, many Americans are misled by the attacks on some labor leaders that it is in the interest of the general public and members of Labor Unions.

This is not true in all cases, and only serves the purpose of special groups to get rid of the strongest leaders in the Union Labor movement, put men in that they can make deals with on their terms, and take away some of the gains the working man has made thru Organized labor, psychology their doctrine of aggression.

The employer can use the fear of discharge as a potent incentive during these attacks.

Yes Mr Gibbons in a lot of ways this is a war, if the working man is to keep his gains and enjoy the fruits of his labors.

Answer.

Sir.

Tell Mr Hofa to hold fast and dont quit fighting, he can win. Tell him to make friends in as many Labor Unions as he can and dont get mad or blow up. Think, and Stay Calm

The more friends in the rank and file the more power, meet the members, the will of the people is what the congress and Senate well listen too, meet the Common man in friendship and he well be your voice in time of need. Think

In unity is your strength and its not in the big shots are men in high places, remember the majority is in the ranks and file, what they say and think does matter.

2.

Sir I have read many books on Labor
Principles Of Labor Legislation
History and Problems of Organized Labor.
Peace and Progress Labor and Management.
In the past I have watched, studied,
and read whenever I could about you.
You may have did some of the things
they say you have, but they ways see
it we are all going too at some time or other
make some mistakes, but these people who
condem you are not so clean either.
As far as your faith and interest in the
labor movement and in the working
mans betterment, there is no doubt in my
mind as to where your heart is.
These men who point their finger at you
are only men and as to your intellegence
and wisdom I think you are a worthy
opponet for them, they know in a lot
of ways you speak truth and demand facts.
As long as you remain strong and work
for the interest of the labor and union
men you will command respect.
Good Luck and God go with you.

Very Sincerely
Elmer T. Freese
8721 Church Rd
St Louis 15, Mo

OVER

I have nothing against Gene Wala, but for my money, in all things concerned? I think you are twice the man he is and a lot more interested in the mens welfare and a dedicated man to Labors cause. In this war Sir there are three interested parties, the employer, the employee, and the Society of the general public, win the last two and you win the war, You may lose some battles with the employer, but with the others on your side you can win the war. - The price is but the purchase of a things value, dissensions will arise over the interpretation of the word fair, stand firm on values and what you think is fair. Slanders are like flies, they pass all over a mans good parts to light only on his sores. The man that dares to traduce on others because he can with safety to himself, is not a man, he is and assassin of character. The Democratic party will sweep the country in Nov and will elect the next president too, but they must work for it and not take it for granted untill it is so, talk in the interest of the people.

ADMINISTRATIVE FILE
Freese, E. T.
X
X

September 5, 1958

COPY

Mr. E. T. Freese
8221 Church Rd.
St. Louis 15, Missouri

Dear Sir:

Thank you for your note of August 31st.

I appreciate your taking time out to write me and I want you to know that I am in total agreement with the sentiments you have expressed.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/yh

Sunday Aug 31th, 1958
St Louis Mo

Harold. J. Gibbons.
Executive Assistant.
Teamsters Union.

Dear Sir And Brother.
As I sat here this morning about 3 a.m., I could not sleep so I got up and warmed some milk and had a smoke, the wind was blowing hard and kind of cold, I had no intention at the time or was I thinking of or writeing you at all, My rest was disturbed and I could not sleep, and as I listened to the wind trying to relax, I had a talk with the Lord, of my sins and the many things I had done wrong, in other words I was thinking of myself and asking forgiveness. And I guess more are less out of frustration in different channels of thought, the moral and legal right and wrong, you came into my mind, so now I must write you of these thoughts.

First a Quote.

Chance is a word void of sense, nothing can exist without a cause, without a cause the labor of man is without reason, and a man who does not reason will not find wisdom and peace with God.

I and any other member of a union should have a personal interest in the welfare and future of Organized Labor.

Your rights Sir are in the basic teachings and principles of Christ, and the bill of rights in its original form.

By these two you have rights that no one man or group of men can deny, because they could not deny you the same rights that under the same circumstances they would claim for themselfs.

There seems to be no happy mediate in this constant struggle for power, I think you did what you thought had to be done, just like men in high places would do to hold their power, both can be wrong sometime and can come from hate and

3.

fear. this struggle is likened to war.
I believe a man who has made mistakes
and see's both sides is a better man in
later years, and a better judge in
human relationship and reason.
Its possible that under present conditions
first it could be the Teamsters Union
the strongest link in the chain, then
one by one the other unions.
Truth and Honesty are truly wonderful
things in a man, but very hard for
any one man to hold on to without help.
There is a greater cause for Labor
and management to work together
today then ever before, WORLD PEACE
Its a fine thing to help and set one
another straight, but to try and destroy
because of fear and want of power is a
bad thing, it will take strong leader-
ship to clear and save Labor Unions.

OVER

Good Luck
and God Be
With You.

Elmer J. Freese
8271 Church Rd
St Louis 15, Mo

ADMINISTRATIVE FILE
~~Freight Handlers, Inc.~~
X Giovanelli, John
X L807

June 6, 1960

Mr. John E. Strong, President
Teamsters Local Union No. 807
325 Spring Street
New York, New York

Re: John Giovenelli

Dear Sir and Brother:

The attached correspondence is for your information.

Fraternally yours,

H. J. Gibbons,
Executive Assistant to the
General President

HJG/jm
Encl.

TEL. HEDGECOCK 3-2014 JOHN GIOVANELLI, PRES.

FREIGHT HANDLERS, INC.

385 DANFORTH AVENUE
JERSEY CITY 5, N. J.

June 4, 1960

Mr Harold J. Gibbons.
Vice President, Teamsters
Washington D.C.

Dear Sir:

Several months ago I wrote you regarding contract with Local 807, N.Y. City. In your reply you stated that the matter was being referred to Mr Strong, President of Local 807.

On or about May 12, 1960 I sent one of my employees, a member of Local 807 some nineteen years, to talk with Strong. Mr Strong told my man that while he would like to give Freight Handlers a contract but that you & Mr Hoffa were opposed to his action.

Freight Handlers, Inc. has been organized and licensed to do business in New York & New Jersey. It is a reliable organization. My men are properly protected by workmens compensation insurance and they receive all protection under the law.

May I ask that you again consider my request for a contract with Local 807 and or any other local having jurisdiction.

Early response should be appreciated

Yours truly
John Giovanelli
President

ADMINISTRATIVE FILE

Freight Handlers Inc.
X Giovanelli, John
X 3.807

October 21, 1959

Mr. John E. Strong, President
Teamsters Local Union No. 807
325 Spring St.
New York, New York

Dear Sir and Brother:

With respect to your inquiry of October 8, 1959, please be advised that I have checked with our attorneys and we are informed that if the facts as set forth by you are so, then there is no violation of the Hobbs Act.

Fraternally yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
JK

LAW OFFICES OF
GOLDBERG, PREVIANT & COOPER
(PADWAY, GOLDBERG & PREVIANT)
511 WARNER THEATRE BUILDING
MILWAUKEE 3, WISCONSIN
BROADWAY 1-4500

October 14, 1959

Mr. Harold J. Gibbons,
Executive Assistant
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr Gibbons:

Re: COMMUNICATION from LOCAL 807
dated October 8, 1959

You have asked whether or not there is a possible violation of the Hobbs Act or any other law if a receiving clerk who is a member of a Teamster Union tells a truck driver that he needs a helper in order that the unloading will not be delayed. At no time does the receiving clerk state the helper must be union or non-union.

The letter further points out that none of the members of the Union attempted to force their services upon the driver, but merely offer them upon request.

Assuming the facts are as setforth in the letter, there would be no violation of the Hobbs Act because there is no threat of force or violence.

There might conceivably be a problem under the new amendments to Section 302 of the Taft-Hartley Act, if the receiving clerk were receiving any kind of a kick-back for providing employment to the helper, and if the receiving clerk were an agent, representative or steward of the Union.

There is also a possible violation of the amended

Mr. Harold J. Gibbons,
Executive Assistant
International Brotherhood of Teamsters, Chauffeurs, Warehousemen
and Helpers of America #2 October 14, 1959

Section 302 if any representative of the Teamsters Union received any part of the wages which the helper receives.

There may also be violation of the Taft-Hartley Act if anybody acting on behalf of the Union insists that only union helpers be employed in the unloading.

I am returning the letters herewith.

REGARDS,

GOLDBERG, PREVIANT & COOPER

DP:ih By

DAVID PREVIANT

Enclosure:

AIR MAIL

LAW OFFICES OF
GOLDBERG, PREVIANT & COOPER
(PADWAY, GOLDBERG & PREVIANT)
[illegible] WARNER BUILDING
MILWAUKEE 3, WIS

October 14, 1959

Mr. Harold J. Gibbons,
Executive Assistant
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America
25 Louisiana Avenue, N.W.
Washington 1, D.C.

Dear Mr Gibbons:

Re: CONFIRMATION from LOCAL 807
dated October 8, 1959

You have asked whether or not there is a possible violation of the Hobbs Act or any other law if a receiving clerk who is a member of a Teamster Union tells a truck driver that he needs a helper in order that the unloading will not be delayed. At no time does the receiving clerk state the helper must be union or non-union.

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LAW OFFICES OF
GOLDBERG, PREVIANT & COOPER
(PAUL WAY, GOLDBERG & PREVIANT)
511 WARNER BUILDING
MILWAUKEE 3, WIS

Mr. Harold J. Gibbons,
Executive Assistant
International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America

#2 October 14, 1959

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I am returning the letters herewith.

REGARDS,

GOLDBERG, PREVIANT & COOPER

By

DP:lh

DAVID PREVIANT

Enclosure:

AIR MAIL

101

Office of the General President

To: Mr. Previant

From: H. J. Gibbons

10/13/59
DATE

RE: Communication from LU 807, dated October 8, 1959

Would you kindly check the 4th paragraph in the attached communication and tell me whether or not it constitutes a violation of the Hobbs Act when one of our members, a receiving clerk, tells a truck driver that he needs a helper in order that the unloading will not be delayed. Please advise as I want to write John Strong on this matter.

H. J. Gibbons
Executive Assistant to the
General President

HJG/yk
Enc.

ADMINISTRATIVE FILE
Freight Handlers Inc.
x Giovanelli, John
x L 807
10/13/59
DATE

Office of the General President

To: Mr. Previant

From: H. J. Gibbons

RE: Communication from LU 807, dated October 8, 1959

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H. J. Gibbons
Executive Assistant to the
General President

HJG/yk

Enc.

October 13, 1959

Mr. John Giovanelli, President
Freight Handlers, Inc.
385 Dacforth Avenue
Jersey City 5, New Jersey

Dear Mr. Giovanelli:

In response to your communication of October 3rd, Local 807 must make the determination on whether or not they will sign an agreement with your Company for freight handlers.

Any differences you have on this matter, you will have to settle with the officers of Local 807.

Very truly yours,

H. J. Gibbons
Executive Assistant to the
General President

HJG/yh

Truck Drivers Local Union No. 807

AFFILIATED WITH
INTERNATIONAL BROTHERHOOD OF TEAMSTERS, CHAUFFEURS, WAREHOUSEMEN AND HELPERS OF AMERICA

325 SPRING STREET
NEW YORK 13, N. Y.

Telephone: ALgonquin 5-2525

JOHN E. STRONO
President

THOMAS L. HICKEY
Secretary-Treasurer

October 8, 1959

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother: RE: JOHN GIOVANELLI, PRESIDENT
FREIGHT HANDLERS, INC.

In answer to your letter dated October 5, 1959, to which you attached photostatic copy of letter dated October 3, 1959, from the above mentioned party, please be advised as follows:

Teamster Local 852 is party to a Labor Agreement with The Great Atlantic & Pacific Tea Company, covering the warehousemen in Bronx, New York.

Teamster Local 807 has Labor Agreements with several contract carriers who make deliveries for The Great Atlantic & Pacific Tea Company.

There are approximately seventy-five (75) trucks, local, over-the-road, union and non-union making deliveries to the Bronx warehouse daily. The receiving space at said warehouse is limited. Most of the trucks deliver full loads. If a truck backs in with a chauffeur and helper, there is no problem. However, if a truck backs in with just a chauffeur, no helper, and the receiving clerk feels it will take too long to unload, he will tell the chauffeur he needs a helper in order that the unloading will not be delayed. At no time does the A. & P. receiving clerk state the helper must be union or non-union.

Some of the 807 members, if they are not working for the day, have made it a practice to hang around the warehouse. If a chauffeur on a truck making deliveries requires help, he may offer to hire these men at the union scale of wages. The instructions of representatives of 807 have been -- do not force your services, just offer them upon request.

We are enclosing copy of letter which was received by the writer from the Superintendent of Operations of the Bronx A. & P. warehouse, dated December 23, 1946. This letter was a complaint regarding two 807 members forcing their services. These two members were later summoned before the Executive Board

and informed they were in violation of the Hobbs Act. From time to time similar instances have arisen and where it involved 807 members it was quickly adjusted.

About a year or two ago, Local 807's attorney called the writer stating another attorney called him regarding his client signing a Labor Agreement with Local 807 to do the unloading of trucks making deliveries to the Bronx A. & P. warehouse. I met with this attorney and John Giovanelli - commonly known as Johnny 'Bananas'. Johnny Bananas wanted to sign a Labor Agreement with Local 807. When asked how many employees he had, he stated none. It was his intent to hire 807 members if and when he might need them to unload the trucks, principally out-of-town trucks.

In the late 30's it cost Local 807 approximately $300,000 in legal fees because of similar instances. We were fearful this might become a racket. Consequently we would not sign a Labor Agreement with Freight Handlers, Inc.

Trusting this is the desired information, we remain

Fraternally yours,

TRUCK DRIVERS LOCAL UNION NO. 807

John E. Strong

John E. Strong, President

JES:jf
Encl.

October 8, 1959

Mr. James R. Hoffa, General President
International Brotherhood of Teamsters
25 Louisiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother: RE: JOHN GIOVANELLI, PRESIDENT
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Trusting this is the desired information, we remain

Fraternally yours,

TRUCK DRIVERS LOCAL UNION NO. 807

John E. Strong, President

JES:jf
Encl.

COPY

THE GREAT 'TLANTIC & PACIFIC TE' COMPANY

EASTERN DIVISION-BRONX OFFICES

825 East 141st Street, New York 54, N. Y.

December 23, 1946

Mr. J. E. Strong, Pres.
Truck Drivers Union Local No. 807
74Varick St.
New York, New York

Dear Mr. Strong:

For sometime and particularly since about the middle of October, we have received a considerable number of complaints from farmers and shippers who have reported that their trucks are being stopped at our Warehouse by members of Local 807 demanding that they be used to help unload their trucks against their wishes. Some of these farmers and shippers have also intimated and some even charged that this practice is being condoned by this Company which of course, while untrue, places us in a very embarrassing position.

Here is a typical particular incident, - on Tuesday night, December 17th, a farmer using the truck of a neighbors, who by the way was non-union but was also a farmer, delivering a load of 500 apples to our Produce Warehouse was stopped by three men who insisted that they be used to help unload the truck for which there could be a charge of $14.00. The truckman did not have any cash with him and expressed a desire that he be allowed to unload the truck himself. In order not to have any trouble, this truckman was told to stay until the next morning when proper contact would be made with Union Headquarters to straighten the matter out. However, the truckman did not wish to stay this long and he earned out an arrangement with the loaders to pay them $10.00. As he did not have the cash, he signed a loading ticket for this amount.

The following night while at the Produce Warehouse I met one of the three men involved in this transaction and advised him that I had spoken to you over the telephone that day, and also advised him that in your belief they were without jurisdiction on demanding their services on truckmen or farmers making deliveries to this Warehouse. This, of course, would exclude any truckmen with whom you have arrangements along this line. The man's name was Pikelsky and his book number 10291.

10219

On Friday afternoon, December 20th, a Mr. Edward Sullivan, book number either 14001 or 14401, stopped in to see me to advise me that he was going to stop all trucks, which did not have union men on them, from making deliveries to our Produce Warehouse unless they used 807 unloaders. He was emphatic that this include any farmers making deliveries to us. I understand that this man operates principally out of the Merchants Warehouse, North Moore and Varick Streets.

This man was slightly under the weather and there wasn't much use in my trying to convince him that he was out of order but nevertheless I attempted to put him straight with respect to his rights to do this. He advised me that it was his intention to carry this on through someone else because he was going to leave for Florida in a couple of weeks. I spoke to Artie Hemmer about this matter and he assured me that he would pass this incident on to Mr. Frechette.

From my conversation with a number of these men, who are about not only at the Produce Warehouse but the Grocery Warehouse, I am led to believe that they do not understand exactly what the rules are governing an operation of this kind.

I would, therefore, appreciate it very much if you will take whatever steps are necessary to correct this very embarrassing situation. I wish to thank you very much for your interest in the matter, and at this time Wish you Very Pleasant Holidays.

Very truly yours,

THE GREAT ATLANTIC & PACIFIC TEA COMPANY

Louis A. Leavitt

LAC:lm

SUPERINTENDENT OF OPERATIONS

ADMINISTRATIVE FILE
Freight Handlers, Inc.
X Giovanelli, John
x 807

October 5, 1959

Mr. John Strong
Teamsters Local Union 807
325 Spring Street
New York, New York

Dear Sir and Brother:

Attached is a copy of a letter received from John Giovanelli, President of Freight Handlers, Inc.

I would appreciate your forwarding me the facts concerning this situation in order that I may answer Mr. Giovanelli.

Fraternally yours,

James R. Hoffa
General President

JRH/yk
Enc.

FREIGHT HANDLERS, Inc.
385 DANFORTH AVENUE
JERSEY CITY 5, N. J.

OCT 3 1959

International Bro. of Teamsters, C., Chemen & Helpers
25 Louisiana Ave. N.W.,
Washington D.C.

Gentlemen:

Freight Handlers, Inc. is a corporation organized under the laws of New York and licensed to do business in New Jersey. We are in the business of loading & unloading freight at various terminals in both states.

Trucks come to the terminals where I operate with helpers from out of town "Teamsters" locals. These helpers unload freight at the terminals where we operate & in some instances union teamsters bring non union helpers who also unload. Does this practice meet with the approval of the International? Also tell me, if consistent, whether a union chauffeur has the right to unload cargo when it is "one drop" even though the chauffeur has been driving more than two hours.

One of my ~~employers~~ warehouses is the Atlantic & Pacific Tea Co in the Bronx N.Y. City. About five years ago the N.Y.P. asked me to see to it that union men, only, be engaged in loading & unloading at N.Y.P. terminals where I handle the freight. At that time I asked Mr John Trong, President, Local 807, I.B.of T.C., N.Y.P. for a contract as I always use local union men. Mr Trong told me & my attorney that he would not give us a contract. Will you advise if I can get a contract.

The local which sends loaders from "out of town" is No 429 of Reading, Pennsylvania and also local 701 of Camden, New Jersey

Yours truly
John Giovanelli, President

Freihofer's

December 30, 1958

Mr. Thomas E. Flynn, Chairman
Eastern Conference of Teamsters
100 Indiana Avenue, N. W.
Washington 1, D. C.

Dear Sir and Brother:

A copy of a letter received in this office from Ross D. Miller, President of Freihofer's, Philadelphia, Pennsylvania, is enclosed for your information.

Fraternally yours,

James R. Hoffa
General President

JRH/slb
Encl

Freihofer's

EXECUTIVE OFFICES: 20TH & INDIANA AVE., PHILADELPHIA 32, PA.—BA 2-7000

December 22, 1958

Mr. James Hoffa, President
International Brotherhood of Teamsters,
Chauffeurs, Warehousemen & Helpers of America
25 Louisiana Avenue, N. W.
Washington, D. C.

Dear Mr. Hoffa:

During the past two years, we have been very much disturbed about the shrinking wholesale bread market in the five states where we operate.

The market potential is gradually drying up due to private label, cheap bread, and the various chains building their own bakeries, using tractor trailer delivery to their stores at an hourly rate to the drivers. This results in taking off routes and laying off men. I am sure you are familiar with the conditions, as this is becoming a national problem. It has now spread to most of the larger cities, and is beginning to affect the smaller towns.

We have had several meetings on this subject, sponsored by Dave Kaplan of the Economics of Distribution Foundation, but have not as yet come up with an answer. These meetings were well attended by all of the larger bakers and high level men in your organization.

As it now stands, it appears to us that this is of such importance to both the Union and the Industry that you should consider calling a joint meeting here in the East to discuss it, and maybe an answer can be found to arrest the progress of a condition that will cost your Union a good part of its members and force all wholesale bakers to operate at a loss or go out of business. This is most critical here in the eastern states, including Connecticut, New York, New Jersey, Pennsylvania and Delaware.

I am sending copies of this letter to your Vice-President, Mr. John Backhus, requesting that he give you his views, and to Dave Kaplan, asking him to contact you in an attempt to arrange a general meeting with you and your officers in attendance. I suggest this meeting be held in your office in Washington, or at a convenient place in New York City.

Sincerely yours,

Ross D. Miller
President

RDM:jl

cc: Mr. John B. Backhus, President, Local #463
Mr. Albert Sabin, Secretary-Treasurer, Local #463
Mr. David Kaplan, Economics of Distribution Foundation

February 7, 1957

ADMINISTRATIVE FILE
Frenzel, Leo
X
X

Truck Advertising
Revenue for Pension and
Welfare fund income
in the Trucking Industry

by

Leo Frenzel
2425 Prospect Road
Des Moines, Iowa

One of the greatest wastes of good advertising space, at low cost, is on the back end of a truck hauling freight on our heavily travelled highways.

There were many problems that had to be solved in order to make this space available for advertising. They were

1. A safe, inexpensive method of applying the signs to the truck. Truck operators would not want to attach billboards, metal container, screws, bolts, or any additional equipment on the back of the truck trailer.

2. The lack of uniformity in the way the doors open on the back of a trailer would require a sign service to meet those conditions.

3. They would not want to cover up their company names on the back of the truck, permanently.

Only, recently, a new operation was perfected that will perfectly reproduce any size sign, in color and design, similar to any billboard advertisement, so it can be placed on a truck panel of any size. The new process does not require any special surface container, panel fitting, screws or bolts, or any other fixed mechanical device to be placed on the truck. The signs can be placed on the truck, at the loading dock in a few minutes, by any employee who is shown the simple methods of operation. The sign can be removed in a minute by any employee with simple tools. The signs will not harm the trucks paint or metal. In fact you could put one of these signs on the top of a baby grand piano in your own home on the highly polished surface and remove it yourself without a tell tale mark on the surface.

The sign which has a plastic-like appearance when completed can be covered with mud, snow, or ice and it will not hurt it. You can apply water from a hose, and it will not wash off. So the trailer can be washed without bothering with the sign. No windstorm will blow it off.

Because of the ease in changing the sign, a truck can carry a sign between two cities, between two states or across the nation. The signs are durable and can be left on the truck trailer for a

long period of time.

This inexpensive advertising service is within the reach of many small manufacturers who are not financially able to afford expensive advertising in other advertising media like newspapers, magazines, radio or television. Television is about the only other form of advertising that has better eye appeal. These signs will be rough competition for the sign board companies. National advertisers can use the service.

Most of all the advertising sold that has more than local usage is sold by advertising agencies. The advertising agency sells the user of the advertising, develops the layout for the advertisement to be used, has it produced, and bills their client for the entire cost of the advertising.

The truck operators would only have to look after the placing of the advertisements on the trucks and the billing of the advertising agency for the number of miles they were carried on the trucks at so much per mile.

The employer does not have to make any capital outlay to use this service. So if the Teamsters Union and the employers cooperate in rendering this advertising service it would give them a large sum of money which can be used in paying pension and welfare benefits to all the workers in the trucking industry.

What sales costs or administrative costs that are necessary can be deducted from the gross receipts before the net is placed in the pension and welfare trust fund.

The new sign process that has been developed is made in a centrally located city in the United States. The advertisements could be produced here for all the advertising agencies and distributed free here to each truck line which gives centrallized administration and distribution, if it is so desired.

The manufacture of this new sign process is not aware of this new use. The process is now in use for other purposes, principally.

This new form of advertising would also afford the trucking industry with its own form of advertising so it could explain to the public the value of its services to the nation and the community.

The unique source of revenue would enable the Teamsters Union to have one of the best pension and welfare programs in the nation. How the funds are used that would be produced from this advertising service are discretionary with the Union and the trucking industry.

The net profit on this operation which requires no capital outlay by the trucking industry would run into the millions of dollars and it should be better than 90% of the gross receipts from the service.

This advertising service is now in the formative stage with several advertising companies who are contracting to place inferior metal billboards on the back of some truck trailers with some truck lines.

I would welcome the opportunity of setting down with representatives of the union and trucking industry, to more completely explain this service. I would be glad to handle this arrangement for a very small percentage of the gross receipts from this operation and to furnish the trucking industry with this new sign process so it can be made available for the use of every advertising agency and every truck operator.

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AUTOPARKA

THE NEW CLEAR PLASTIC COVER FOR YOUR AUTO WINDSHIELD AND FRONT DOOR SIDE WINDOWS.

GIVES YOU CLEAR VISION WHEN YOUR CAR IS PARKED WHERE IT WILL BE SUBJECT TO FOG, SLEET OR SNOW.

ADAPTED FOR ALL CARS AND TRUCKS.

AUTOPARKA IS ONLY SOLD TO DEALERS OR ORGANIZATIONS.

Minimum Order 2 Dozen

THE CLEAR PLASTIC AUTOPARKA DEALER PRICE IS $1.68 EACH AND MAY BE SECURED IN 2 DOZEN LOTS FOR - - - - $40.32.

THE CLEAR PLASTIC AUTOPARKA WITH THIS RED LETTERING:

MAKE DEMOCRACY WORK
REGISTER- - - -VOTE
AT EVERY ELECTION

DEALER PRICE IS $1.73 EACH AND MAY BE SECURED IN 2 DOZEN LOTS FOR - - - - $41.52.

MONEY ORDER OR CHECK MUST ACCOMPANY ORDER

AUTOPARKA COMPANY
602½ BALTIMORE
WATERLOO, IOWA

DELIVERY MADE BY PARCEL POST.

AUTOPARKA IS MADE BY UNION LABOR -- -- PATENT APPLIED FOR

ADMINISTRATIVE FILE
Fray, Elizabeth A.

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_X

Octobe 1955

Mrs. Elizabeth A. Fre
69-32 Fifty-Third Driv
Maspath 78, New York

Dear Mrs. Fray:

This is in reply to you r September 3. We are
workers and clerical
dustries that the Teamster
organization contacts. I am enclosing a report from the
Research Department of Joint Council of Teamsters No. 13
at St. Louis, Missouri, released September 15. I am sure
that you will be interested in it.

Yours very truly,

DB:aw
enc.

MRS. ELIZABETH A. FREY
69-32 FIFTY-THIRD DRIVE
MASPETH 78, NEW YORK

September 3, 1955

Mr. Dave Beck
General President
International Teamsters Union
25 Louisville Avenue N. W.
Washington 1, D. C.

Dear Mr. Beck:

I have often admired the wonderful work you have been doing in helping the average worker by giving them the support of your unions.

Do you think there will ever be a time when the office workers will be in a position that most of the other trades in this country are in so that they too may have the support of the unions? Your union has made it possible for many raises in the hourly rates of the various workers since becoming affiliated with your unions. Still there never has been to my knowledge any sign of organization among the office workers.

The only advantage the office worker has today for demanding or I should say expecting a half way decent salary is if she can pass the Certified Professional Secretary Exam which is given each year, then she could qualify for any top notch position. But only 20% of all those taking the exam are passed each year so that leaves quite a number out even tho they may have tried.

I for one would be most interested if and when there may ever be an opportunity for the office workers to become members in a union such as yours.

With every good wish for continued success in your wonderful work, I remain,

Sincerely,
Elizabeth A. Frey
(Miss) Elizabeth A. Frey